

Compendium of Action

Overview of our Human Rights Work 2019



amfori 
Trade with purpose

 **BDA**
DIE ARBEITGEBER

 **BSR**

 **GBI**

ICC INTERNATIONAL
CHAMBER
OF COMMERCE


IOE | A powerful
and balanced
voice for business

ICMM
International Council
on Mining & Metals

ipieca

 **Responsible Business Alliance**
Advancing Sustainability Globally

**SWISS
GREEN
ECONOMY
SYMPOSIUM
2019**

 **UN GLOBAL COMPACT**

 **USCIB**

 **wbcscd**

This document has been compiled as a reference point for business participants attending the business networking event at the UN Annual Forum on Business and Human Rights 2019. It provides an overview of some of the approaches to human rights work being undertaken by key business organisations

amfori and human rights

- amfori brings together over 2,400 retailers, importers, brands and associations. Human rights due diligence is at the heart of our work. amfori BSCI is our fully-fledged human rights due diligence framework designed to support our members with the right tools and services at each step of a typical due diligence journey.
- amfori BSCI provides one common Code of Conduct (CoC), outlining the values and principles that members participating in amfori BSCI commit to and strive to implement with their business partners across their supply chains. It draws on ILO conventions and declarations, the UNGPs as well as OECD guidelines for multinational enterprises.
- amfori BSCI provides its members with the tools to conduct a step-by-step and continuous monitoring approach both through voluntary preparatory tools (including self-assessment questionnaire, pre-qualification assessment, buyers' checklist, Country Due Diligence tool) and amfori BSCI 2.0 audits. The latter are the only third-party monitoring methodology whose quality is controlled through the 360° Audit Integrity Programme.
- amfori's BSCI collaborative platform provides members with a single interactive access point to conduct supply chain mapping and to monitor social performance of their producers. Members can monitor the producers' progress based on the identified root causes, needs and time-bound corrective actions as laid out in the remediation plans. Members can further support the producers' journey by allocating suitable trainings for their staff.
- The amfori Country Due Diligence Tool (CDDT) supports members to determine the level of risk related to a country's governance and gives them an overview of its trade and sustainability situation, thus supporting their supply chain mapping and early detection.
- amfori engages with NGOs and governments as a means of complementing members' monitoring activities, early detection and, overall, their due diligence journey.
- The amfori Zero Tolerance Protocol serves as a rapid response process for auditors to alert members of flagrant human right violations discovered during amfori BSCI audits and for members to rapidly respond in a timely and coordinated manner.
- The amfori Academy is a digital platform for developing skills in sustainable supply chain management for buyers and producers. It offers training, workshops and e-learning across an array of areas in over 10 languages. amfori BSCI participants linked to the same producer for example can jointly support the producer's continuous improvement by assigning trainings to producers in view of their performance regarding the different amfori BSCI labour principles.
- The amfori External Grievance Mechanism (EGM) is a non-judicial mechanism which aims to ensure fair, timely and objective resolution to a grievance. It provides a platform for individuals and organisations to submit a grievance if they deem to have been negatively affected by amfori's activities. amfori is also committed to support all its members in fulfilling their 'access to remedy' expectations. We do, however, acknowledge this is an effort which is best handled through collaboration with other organisations and Multi-Stakeholder Initiatives (MSIs), to ensure an effective and widely available worker grievance mechanism is available for workers who have exhausted all other means at their locations. Our intention is to make sure we address the needs of workers across a variety of industry sectors around the world. We would seek alignment with the various sectoral OECD Guidelines, in addition to the OECD Guidance for responsible supply chains for the garment and footwear sector.

BDA and human rights

- Corporate Social Responsibility and Business and Human Rights have for many years been very important issues for the Confederation of German Employers' Associations – BDA.
- BDA supports its members and companies with regular up-to-date information on developments and trends in the field of CSR/B&HR, with guidelines, with working groups and conferences, with the CSR internet portal “csrgermany.de” as well as with individual counselling.
- BDA published in partnership with other business organisations the brochures “A Guide on CSR and Human Rights – what does it mean for companies in supply chains?” and “Transnational Company Agreements: Issues, Approaches and Practices, a guide for employers' organisations and companies”.
- BDA encourages member attendance at the UN Forum on Business and Human Rights as well as various other international fora.
- At international and European level, BDA has contributed constructively to the further development of CSR/B&HR in the various processes and dialogue forums in order to give companies the necessary support for their initiatives.
- On a national level, BDA is active in various fora to put forward approaches that are good and practical for business and which are in alignment with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

For more information visit: www.csrgermany.de / www.arbeitgeber.de

BSR and human rights

- Our vision is a world in which human rights are fully realized in law and practice.
- To achieve this, **we help companies to apply the UN Guiding Principles on Business and Human Rights.**
- BSR's services focus on guiding companies from an entry-level understanding of human rights to a complete implementation of corporate human rights risk mitigation. We have created, validated, and implemented a range of proprietary tools in consulting engagements across the globe and across industries to support this.
- BSR helps its clients integrate business and human rights through:
 - Developing **human rights policies** meeting UNGP expectations.
 - Conducting human rights impact assessments to help companies **identify actual and potential human rights impacts** at the company, country, site, or product level.
 - Designing and delivering **human rights training.**
 - Developing **human rights strategies** that integrate findings from assessments across relevant functions and processes.
 - **Tracking human rights progress** through the development of key performance indicators and human rights action plans.
 - Creating **human rights disclosure and reporting strategies.**
 - **Addressing grievances** and assess pathways to effective remedy.
 - Enhanced human rights due diligence **in conflict-affected areas.**
- BSR runs several human rights-focus collaborative initiatives, including:
 - **Human Rights Working Group**, a forum of 40 companies across industries that share best practices in implementing the UN Guiding Principles and discuss emerging issues and key developments in the field.
 - **Global Business Coalition Against Human Trafficking**, a business coalition committed to combating modern slavery in company operations and supply chains through survivor empowerment and employment, SME capability building, and provision of resources on anti-slavery tools, training, and organizations.
 - **Partnership for Global LGBTI Equality**, a business coalition focused on advancing equality and social and economic inclusion for lesbian, gay, bisexual, transgender, and intersex people.
- Our credentials include:
 - **Experience:** For 25 years, we have been at the forefront of helping companies turn human rights principles into practice. We have conducted more than 200 human rights impact assessments and implementation plans, from high-level corporate analyses to in-depth field studies.
 - **Industry expertise:** We tailor the UNGPs to the specific needs of each industry. Our human rights team has experts across multiple industry sectors, including agriculture, extractives, financial services, healthcare, manufacturing, retail, and technology.
 - **Systems approach:** Our human rights team collaborates extensively with BSR's women's empowerment, climate change, inclusive economy, sustainability management, and supply chain teams. We take a systemic approach to overall human rights due diligence and access to remedy.



GBI and human rights

- **About GBI:** The Global Business Initiative on Human Rights is a global, cross-industry business-led organisation focused on advancing corporate respect for human rights around the world. GBI shapes practice, inspires commitment and builds capability to implement respect for human rights, in line with the UN Guiding Principles on Business and Human Rights. We are known for our high-quality peer learning and for the depth of trust between members. These enable discussions that focus on practice at the very granular as well as strategic levels, and the exploration of sensitive real-time challenges.
- **GBI's external engagement activities** add further depth and reach to our work through organising, participating in and contributing to business and human rights meetings in different parts of the world. Most recently we partnered with WBCSD to deliver workshops for practitioners in Singapore and India. You can find the reports on our website. We engage regularly with others across business, government and civil society where members and the team can add unique insights and deep experience to address governance gaps and promote corporate respect for human rights.
- **Our Business Practice Portal:** As business practitioners, we understand the value of learning from each other. We recently launched our new Business Practice Portal at www.gbihr.org/business-practice-portal, which provides free, online access to real-life examples of company action, helpful videos and practical insights from our members. Working together helps us achieve better outcomes, faster. Changes in the legal landscape and an increased sense of urgency from stakeholders is signalling greater pressure on companies to implement human rights due diligence and the responsibility to respect human rights. A large number of companies are beginning to look at implementation for the first time. So, we created the portal to share examples of our practices – and lessons learned along the way – as our companies work to implement respect for human rights. It is designed by business, for business.
- **Our members:** GBI comprises a committed group of 20 multinational corporations operating in diverse industries and regions. We convene multiple times per year, in person and remotely, through a unique programme of peer learning and global engagement work that supports them to deepen, strengthen and share their progress. Together our members hold a combined revenue of \$1.4 trillion. They have over 2.5 million direct employees, over 2 million first tier suppliers, activities across 50 industries, doing business in 190 countries, subsidiaries and affiliates and billions of consumers and users.



For more information visit www.gbihr.org and for our business practice portal visit www.gbihr.org/business-practice-portal

ICC and human rights

- ICC, The International Chamber of Commerce (ICC) speaks on behalf of 45 million companies – employing over 1 billion workers globally.
- As the only business organisation with observer status with the UN, ICC represents business interests at the highest levels of intergovernmental decision-making, whether at the World Trade Organization, the United Nations or the G20, ensuring that the voice of business is taken into account.
- ICC's commitment to the United Nation's (UN) Sustainable Development Goals and to sustainable, inclusive economic growth underpins ICC's constructive approach to advancing human rights.
- We work to promote open markets, inclusive and sustainable trade and responsible business conduct through our unique mix of advocacy and standard setting activities.
- ICC proactively engages on this outreach program through its network of national committees and member companies throughout the world.
- We have long made engagement on business and human rights a high priority, and we were an early supporter ally of Professor John Ruggie and his team on the development of the UN Guiding Principles on Business and Human Rights. ICC warmly endorsed the UN Guiding Principles in 2011, and leads on promoting the UN GPs' implementation in our wide global network.
- ICC also helps with the implementation of the UN Guiding Principles through its longstanding, robust Business Integrity program, founded on the ICC Rules on Combating corruption, which were first issued in 1977, and which includes up to 10 concrete practical integrity tools for business – the latest being the ICC Anti-corruption Third Party Due Diligence for SMEs.

For more information visit: <http://iccwbo.org/about-icc/policy-commissions/corporate-responsibility-anticorruption/what-do-we-do-/>



A powerful
and balanced
voice for business

IOE and human rights

- The International Organisations of Employers (IOE) represents the largest network of the private sector and business in the world vis-à-vis the UN Human Rights Council, the ILO, OHCHR and other relevant human and labour rights institutions.
- The IOE actively promotes the UN Guiding Principles on Business and Human Rights (UNGPs), as well as in the work of the UN Working Group on Business and Human Rights and the OHCHR's project to improve access to remedy. It also leads business engagement in the Inter-governmental Working Group on a binding treaty on business and human rights.
- The IOE focuses on bridging policy developments with practical implementation. In 2015, the IOE committed to promote the implementation of the UNGPs in its Bahrain Declaration. To this end, the IOE is heavily engaged in capacity-building and awareness-raising activities with its member federations and their member companies. For instance:
 - The IOE delivers trainings to employers federations and companies in countries in Africa, Asia and Latin America.
 - It runs workshops to assist employer organisations and SMEs to support implementation of the UNGPs.
 - It advances thinking and action on cross-cutting topics such as on the nexus between human rights and corruption and issues such as informality.
- The IOE also engages in other projects, such as on the human rights impacts of mega sporting events and a technical committee to update GRI's human rights standard.

For more information visit: www.ioe-emp.org

ICMM and human rights

- ICMM is an international organisation dedicated to a safe, fair and sustainable mining and metals industry. Bringing together 27 mining and metals companies and over 30 regional and commodities associations we strengthen environmental and social performance. We serve as a catalyst for change; enhancing mining's contribution to society.
- Respect for human rights is a key aspect of sustainable development and a baseline expectation of all our members. ICMM member companies commit to implementing the UN Guiding Principles on Business and Human Rights as a condition of membership, by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to. Member companies also commit to implementing, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.
- Collectively members have worked through ICMM to create guidance, resources and tools to support their companies and the wider mining industry to improve human rights performance. ICMM has published guidance on overall approach to, and management of, human rights, integrating human rights due diligence into corporate risk management processes and on handling local level concerns and grievances.
- This year we have updated our guidance on handling local level concerns and grievances (first published in 2009) to ensure that it aligns with the UN Guiding Principles on Business and Human Rights and captures lessons learned and best practice over the past decade. This will be launched on Human Rights Day (10 December).
- In 2014 – 2019 ICMM convened a series of regional training and peer learning workshops for operational and corporate community relations staff on implementing human rights in practice. We also developed a set of training materials for community relations professionals on human rights, resettlement planning and implementation, building constructive relationships with Indigenous Peoples, developing a conflict sensitive business approach and measuring levels of community support. These are freely available on our website to download and adapt as required.



IPIECA and human rights

- IPIECA is the global oil and gas industry association for advancing environmental and social performance. Our work on business and human rights builds on the collective experience and practical know-how of our global membership and demonstrates strong and ongoing industry support for the UN Guiding Principles on Business and Human Rights.
- Through IPIECA our members have collaborated to develop guidance and tools on human rights due diligence, impact assessments, grievance mechanisms, responsible security and engagement with Indigenous Peoples, as well as a human rights training tool, to help the industry advance its human rights performance.
- In 2019, IPIECA launched a series of guidance and tools to help companies more effectively identify, prevent and mitigate labour rights risks and impacts within their projects, operations and supply chains. This includes guidance on responsible recruitment and employment, labour rights assessment together with two supporting tools, and worker grievance mechanisms.
- In 2020, we will be developing training to build the capacity of contractors to identify and address modern slavery issues.

For further information, visit IPIECA's Resource Library www.ipieca.org/resources/



RBA and human rights

The Responsible Business Alliance (RBA) is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. The RBA helps members and their suppliers conduct risk assessments, perform due diligence, train staff, implement corrective actions and advance their corporate social responsibility efforts. RBA also works to help shape emerging policy on responsible business conduct, promote greater harmonization across governmental requirements and develop public-private partnerships to address salient human rights issues.

RBA members commit and are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental and ethical responsibility of their supply chains. The standards set out in the Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises and many more. RBA membership reflects the complexity, breadth and power of integrated supply chains, including companies in industry sectors such as electronics, retail, auto and toys.

To address particularly complex human rights issues, RBA has a suite of initiatives that are engaging companies across industries on some of the most complicated issues affecting global supply chains.

These include:

- The Responsible Labor Initiative (RLI) a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.
- The Responsible Minerals Initiative (RMI) helping companies address issues related to the responsible sourcing of minerals in their supply chains.
- The Responsible Factory Initiative (RFI) a unifying architecture for RBA factory-level tools and programs for companies looking to assess and develop their supply chain partners and factories at all levels of maturity.

While RBA has long been at the intersection of buyers, brands and civil society, over the past year it has increasingly been working with public buyers in Europe and elsewhere to seek harmonization, consolidation and consistency in public procurement requirements. Recently, RBA launched a [Practical Guide to Transparency in Procurement](#), that maps out a spectrum of maturity related to meaningful transparency that buyers can use as a resource to assess companies' disclosures on social and environmental responsibility and meet their own sustainable purchasing goals.

SGES and human rights

- The Swiss Green Economy Symposium has established itself since 2013 as a comprehensive and leading conference for sustainable business in Switzerland. Since 2016 it internationalizes increasingly and addresses an international audience (e.g. focus on Netherlands and Africa in 2017; Netherland in 2018; expansion in Africa in 2019).
- The Swiss Green Economy Symposium brings together every year 1'000 participants belonging to business, politics, research and civil society. Through exchange and sharing of best practice, it aims at more prosperity, protection of environment and a more peaceful community life. Its cornerstones are the Sustainable Development Goals SDGs 2030 of the UNO. Social, societal and environmental aspects of sustainability are inherent parts of the Symposium since its establishment.
- The Swiss Green Economy Symposium organises and promotes over the year companion programmes for top executives. Goal is to anchor in daily business of Swiss and international enterprises how dialog and successfully/sustainably doing business mutually invigorate.

For more information visit: <https://sges.ch>



The United Nations Global Compact and human rights

- The UN Global Compact aims to mobilize a global movement of sustainable companies and stakeholders to create the world we want and encourages companies to adopt a principles-based approach to corporate sustainability and business contribution to the Global Goals. The UN Global Compact works closely with the OHCHR, the ILO, and other experts to support implementation of the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. Activities in 2019 included:
- Global Compact Local Networks: Local Networks are present in over 70 countries and in all regions of the world. They act as important amplifiers and are key to implementation at the local level. Examples of local activities include raising awareness of human rights challenges and opportunities in the local context, capacity building for human rights due diligence, scaling good practices through peer learning, and policy dialogue feeding into development and implementation of National Action Plans.
- Decent Work in Global Supply Chains Action Platform: Company participants have been engaged in peer learning and take action to advance respect for human rights and fundamental principles and rights at work in global supply chains. Participants have co-developed a commitment framework that is guiding individual corporate actions, as well as a “Decent Work Engagement Toolkit” empowering procurement staff to integrate human rights and decent work considerations into daily decision-making. The Toolkit has been tested in consultations around the world and will be launched in February 2020. In 2020-2021 the Action Platform will shift its focus to poverty alleviation through the angles of wages and social protection.
- UN Global Compact Academy: This platform (<https://academy.unglobalcompact.org/learn>) offers participants a range of learning opportunities to equip them with the skills and knowledge needed to advance their corporate sustainability performance. This semester, we will launch a human rights e-learning tool, and offer sessions focused on harassment in the world of work, the inclusion of LGBTI workers, civic rights and fundamental freedoms, as well as sustainable procurement.
- Gender Equality: The UN Global Compact, together with UN Women, actively promotes the Women’s Empowerment Principles (WEPs) and uptake of the WEPs Gender Gap Analysis Tool to assist companies in assessing their progress on gender equality. In 2019, we hosted a CEO Roundtable on the sidelines of CSW focused on emerging backlash in response to the implementation of diversity initiatives that are aimed at advancing gender equality. During this year’s General Debate of the UN General Assembly, UN Global Compact launched “Target Gender Equality”, a global impact initiative mobilizing companies around the world together with Global Compact Local Networks. Through facilitated performance analysis, capacity building workshops, peer-to-peer learning and multi-stakeholder dialogue at the country-level, Target Gender Equality will support companies engaged with the UN Global Compact in setting and reaching ambitious corporate targets for women’s representation and leadership across business, at all levels.



USCIB and human rights

- USCIB advances the global interests of American business with policy makers worldwide. Its members include leading U.S.-based global companies and professional services firms from every sector of our economy, with operations in every region of the world.
- Through our affiliations with the ICC, IOE and Business at the OECD, USCIB advocates for member companies at the highest levels of international policy-making at the UN, the ILO and the OECD; staff and members participate in global events such as the UN Annual Forum on Business and Human Rights, the OECD Global Forum on Responsible Business Conduct, the ILO's International Labor Conference, and UNGA Week. Notably, USCIB played a key role in the negotiation and passage of the groundbreaking ILO Convention on Violence and Harassment at the 2019 International Labor Conference.
- Through specialized policy groups, such as the Corporate Responsibility and Labor Affairs Committee and the Sustainable Development Goals Working Group, USCIB regularly reports to its members on global national and multilateral-level business and human rights policy developments. USCIB also supports its members via dialogue facilitation with key business and human rights stakeholders and through member peer-to-peer best practice exchanges. For example, in 2019 USCIB partnered with the Institute for Human Rights and Business and the Centre for Sport & Human Rights to convene a discussion with USCIB company members on the unique role business can play in advancing human rights through sport-related engagement. In another 2019 example, UN High Commissioner for Human Rights, Michelle Bachelet, met with USCIB member companies to speak about her Office's priorities and opportunities for business engagement with OHCHR initiatives.
- USCIB has also created a Fellowship program with NYU Stern Business and Human Rights center placing MBAs in summer internships with US MNEs to assist in business and human rights implementation over their first summer, thereby providing a professional development pipeline and much needed resources to companies.

For more information visit: www.uscib.org

WBCSD and human rights

At WBCSD Business & Human Rights is a key pillar of our People Program, with our human rights project striving to provide insights, inspire, guide and support our members on how to operationalize the UN Guiding Principles on Business and Human Rights and mobilize business leadership for human rights.

- We engage a network of almost 200 leading companies to advance this agenda, providing them with a forum to discuss challenges and explore robust solutions through peer learning and the sharing of best practices. We do so by offering regular workshops and webinars exploring challenges and solutions around human rights due diligence as well as key trends and issues.
- With the objective of elevating the human rights agenda and leveraging the influence of senior business executives, in 2019 we released a [CEO Guide to Human Rights](#) and a [Call to Action for Business Leadership on Human Rights](#) signed by 37 CEOs of WBCSD member companies. More than 60 senior business executives endorsed local calls to action as part of translated editions of the CEO Guide to Human Rights in French, Japanese, Portuguese, Spanish and Ukrainian.
- We advocate for corporate respect for human rights as one of the most significant opportunities for business to contribute to the realization of the Sustainable Development Goals (SDGs). This includes advocating the development of credible and holistic SDG strategies by putting people
- We curate an online interface and produce bi-monthly briefing notes to keep our members informed of developments across the dynamic business and human rights landscape. We track key developments since the launch of the UNGPs through an [interactive map](#) of National Action Plans, legislation, benchmarks and indexes, guidelines and joint action platforms. Visit the WBCSD Business & Human Rights Gateway on <https://humanrights.wbcasd.org>
- WBCSD also provides a platform for the advancement of collaborative initiatives and the forging of new partnerships for enhanced impact.
- We seek to inject a forward-thinking business voice into intergovernmental processes, governance and regulation. We do so by mobilizing our members to participate in consultation processes and events such as the UN Forum on Business and Human Rights, and by working closely with and supporting the efforts of the UN Working Group on Business and Human Rights.

Notes/Contacts

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