

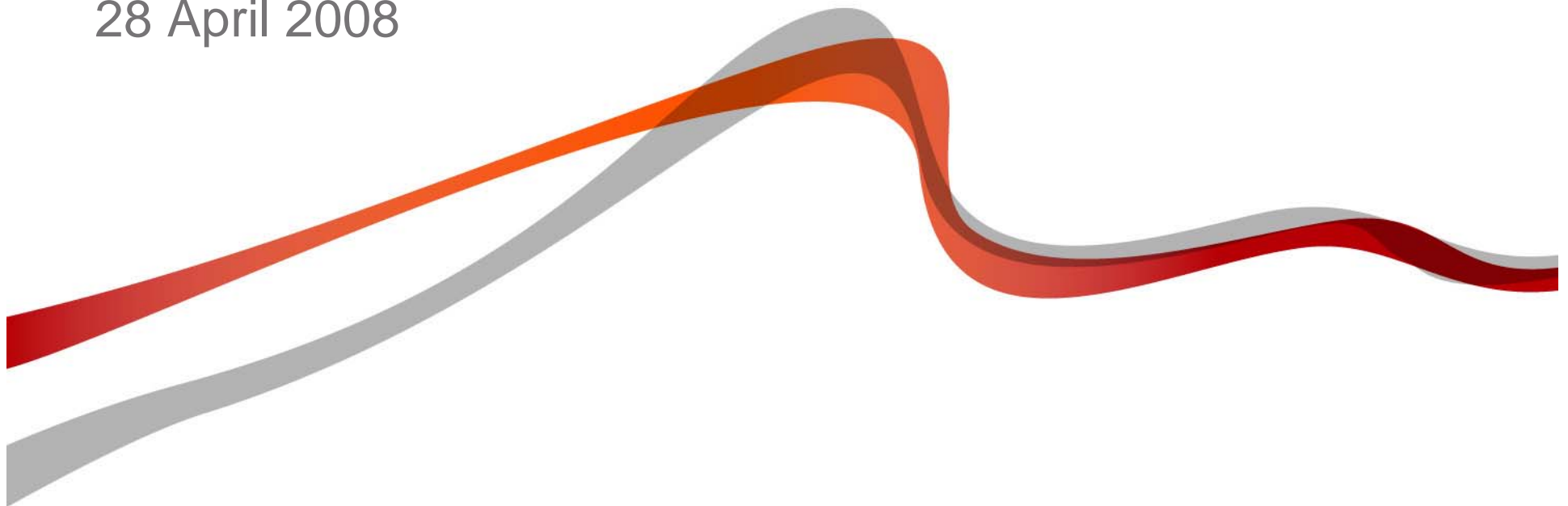


HUMAN RIGHTS POLICIES

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UN Global Compact US Network

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IBLF's CREDENTIALS

Human rights policies and stakeholder expectations

- **Advised approximately twenty multinational companies on their Human Rights Policies**
- **Conducted two industry sector benchmarks of company policies and management systems - Extractives and Hotel Industry**
- **Inputted into the development of the FTSE4Good criteria on Human Rights Policies**
- **Assisted the UN Special Representative on Business and Human Rights - project managed the 2006 Fortune Global 500 Survey of Human Rights Policies and Management Systems**
- **Anecdotal Soundings from non-corporate partners**



Things to know

Professor John Ruggie, Special Representative on Business and Human Rights' 2008 Recommendations - "Corporate responsibility to respect":

"Companies need to adopt a human rights policy. Broad aspirational language may be used to describe respect for human rights, but more detailed guidance in specific functional areas is necessary to give those commitments meaning."

Business and Human Rights Resource Centre

Tracks companies with human rights policies: 2008 = 152 companies.
[Anecdotal evidence: 2000 = 10-15 companies]

FTSE 100 companies: more than 50% now have human rights policies

Special Representative Fortune Global 500 Questionnaire Survey (2006)

- Of 102 respondents, 9/10 reported having an explicit human rights policy
- 4/10 reported having a free-standing policy, but most included human rights commitments "within an overall corporate code or principles"
- Most consulted with external stakeholders to develop the policy, especially NGOs, unions, industry associations and UN/inter-governmental organisations, some sectors also consulted with governments.

Typical human rights policies



Sources:

- Statement of Business Principles
- Company Codes of Conduct - Employees, Suppliers
- Websites
- Corporate Responsibility Reports
- Annual Reports
- UN Global Compact Communication on Progress (CoP)
- Company staff training manuals

Trend towards integrated policies, but place for statement that signposts readers

Common elements looked for by stakeholders

- **General statement of commitment to respect universal human rights - commonly referencing international instruments.**
- **Commitments on labor rights - e.g. an employee code of conduct, a supplier code**
- **Commitments on wider human rights (often sector specific) - e.g. security of person, privacy, freedom of expression.**
- **Management Systems**

General statement of commitment (1)

Special Representative Report 2007:

“Companies reference international instruments in formulating their policies”

FG500 Survey: two most commonly referenced international instruments:

- Universal Declaration of Human Rights (1948),
- ILO Core Conventions/Declaration on Fundamental Principles...

Business Recognition Report:

- European companies reference the UDHR at a rate of almost 50 percent, North American companies reference it at a rate of 36 percent. Asia & Pacific region at a rate of 20 percent. Latin American companies at a rate of 11 percent.
- Extractive, IT, and Financial Services companies cite the UDHR more frequently than companies in other sectors—27 of 44 in the Extractive sector, 19 of 40 in IT, and 16 of 38 in Financial Services.

COMMON CHARACTERISTICS

General statement of commitment (2)

Business Recognition Report:

- 40 percent of European companies reference ILO standards
25 percent of North America companies reference ILO standards
7 percent of Latin American, and 6 percent of Asia Pacific firms.
- Extractive, IT, and Retail & Consumer Products sectors cite the ILO most frequently.
- Companies typically “respect,” “support,” or “recognize” the UDHR.
Company commitments are generally framed as “support”, “recognition”, and “respect” for ILO standards.



COMMON CHARACTERISTICS

Commitments on labor standards (1)

Both FG500 and Business Recognition Report found the highest levels of recognition for:

- Non-discrimination (FG500: 100%, BRR: 90%)
- Workplace health and safety (FG500: 95%, BRR: 75%)

Also commonly found:

- Freedom of association/collective bargaining (union rights),
- Forced, compulsory or bonded labor
- Child labor
- Fair remuneration, favorable and just working conditions

SRSG Recommendations 2008 - could also encompass:

- Right to equal pay for equal work, **Right to equality at work** , Right to rest and leisure, **Right to work** and Right to family life

Commitments on non-labor standards (1)

Business Recognition Report

“For non-labor rights, the low levels of recognition are striking. Even for the most recognized rights, such as **security related rights, the right to privacy, and the right to development**, the levels of recognition do not go higher than 19 percent.”

SRSG Recommendations 2008 - could also encompass:

- Right to life, liberty and security of the person, **Right of peaceful assembly, Right to an adequate standard of living (food, clothing, and housing), Freedom from torture or cruel, inhuman or degrading treatment, Right to marry and form a family, Right to physical and mental health; access to medical services, Equal recognition and protection under the law, Freedom of thought, conscience and religion, Right to education, Right to a fair trial, Right to hold opinions, freedom of information and expression, Right to participate in cultural life, the benefits of scientific progress, and protection of authorial interests, Right to self-determination, Right to political life, Right to social security, Freedom of movement and Right to privacy.**

EVIDENCE OF IMPLEMENTATION

Management systems

- Does the company assign senior management responsibility to ensure **leadership** in the implementation of the human rights policy?
- Does the company apply the policy across its **global** operations?
- Does the company demand compliance with the policy?
- Does the company **apply its policy to business partners**, suppliers etc?
- Does the company conduct a **human rights impact assessment**?
- Does the company **train** its staff in how to implement the policy?
- Does the company **monitor and audit its performance** to track ongoing developments and encourage continuous improvement?
- Does the company **report** on its human rights performance?

Dynamic process..... policies are frequently updated and revised



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