



UNGC U.S. Network Meeting

Business & Human Rights: Monitoring and Reporting

Harvard Business School, Boston
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Communication on Progress

Communication on Progress (COP) is

- ❑ Annual communication of companies
 - ❑ To stakeholders
 - ❑ About progress in implementing the ten principles
 - ❑ Ideally integrated into standard reporting (e.g. CSR or Annual report)
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What defines good COP?

- Comprehensiveness of information
 - Follow general management cycle with materiality, policies, processes, activities, monitoring, performance/achievements
 - Quality of information
 - Accessibility, clarity, comparability, reliability, timeliness
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Challenges ...

- ❑ Many companies still struggle in understanding the relevance of human rights for business
 - ❑ Implementing human rights is difficult as it affects many departments/people
 - ❑ Reporting frameworks do not offer as much guidance on human rights as they do on other issue areas
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... and Examples (1/3)

□ Strong commitment/policy:

The Coca-Cola Company (USA)

We respect the human rights principles embodied in the Universal Declaration of Human Rights and strive to ensure that human rights are respected by our business partners.

As part of our UN Global Compact commitment, we have pledged to respect the protection of internationally proclaimed human rights and to ensure that we are not complicit in human rights abuses.

... and Examples (2/3)

□ Description of processes and activities: **LEGO Group (Denmark)**

The LEGO Group Code of Conduct is part of the contract the LEGO Group enters into with selected suppliers in countries such as China, which produce LEGO products or components, and suppliers who manufacture under licence. In other words, these suppliers contractually commit to complying with the LEGO Group Code of Conduct, and allowing the company to perform audits at any time. The LEGO Group does its own initial evaluations, follow-up inspections and training sessions, but the actual audits are conducted by independent third parties (...)

... and Examples (3/3)

□ Measurement of impact/performance:

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SOCIAL: HUMAN RIGHTS

Strategy and Management

Element	Status	Report links	Notes
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Sustainability-Related Standards Working Conditions in Ford Plants	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Working Conditions in Our Supply Chain Community Data	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Community Data Setting and Communicating Standards for Employees	

Non-Discrimination

Element	Status	Report links	Notes
HR4	Total number of incidents of discrimination and actions taken.	Working Conditions in Ford Plants Working Conditions in Our Supply Chain Community Data	

Source (25 Apr 2008): www.ford.com/aboutford/microsites/sustainability-report-2006-07/gri.htm#grihr

Thank you

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