

Human rights: Setting policy and addressing stakeholder expectations

Annabel Short
Head of Program

The logo consists of several overlapping, curved lines in shades of blue and white, creating a sense of motion and interconnectedness.

Business & Human Rights Resource Centre

Tracking the positive and negative impacts of over 4000 companies worldwide

UN Global Compact US Network meeting
28 April 2008



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Centre de Ressources sur les Entreprises et les Droits de l'Homme



www.business-humanrights.org

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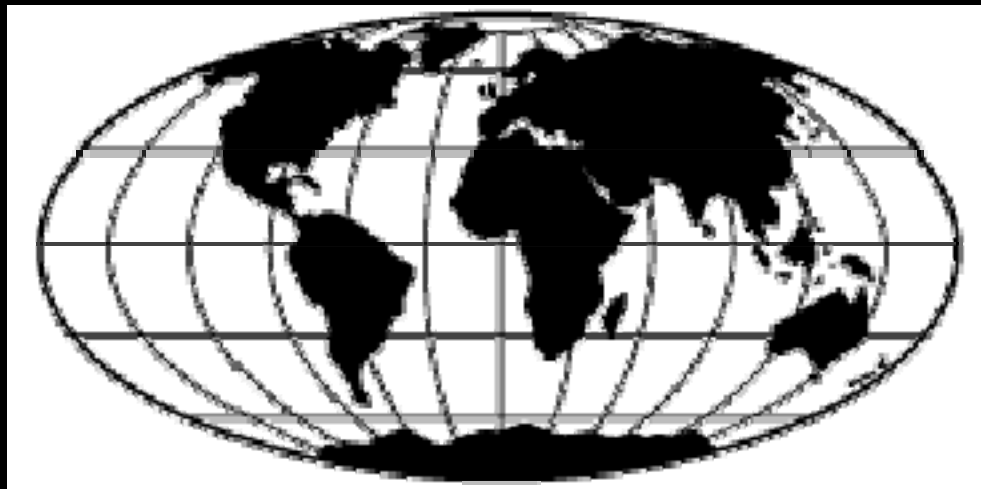
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Ukraine

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India



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Announcements

We are now recruiting interns for our London office - deadline 6 May 2008



Feature of the week

John Ruggie's 2008 report to UN Human Rights Council: "Protect, Respect and Remedy: a Framework for Business and Human Rights" [PDF]

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NEWS

- [PDF] Novo Nordisk: "The right to health - our contribution" - publication in support of The Elders' "Every human has rights" campaign
 - Novo Nordisk video supporting the campaign
- Adidas highlights importance of human rights, in statement upholding commitment to Beijing Olympics sponsorship
- Goldman Sachs to provide \$100 million for women's entrepreneurial education in developing world
- [PDF] Colombia: Amnesty Intl. issues urgent action for death threats received by unionists opposing mining in Bolívar
 - **[ES]** [PDF] Colombia: Amnistía Interna. emite acción urgente por amenazas de muerte contra sindicalistas opuestos a minería en Bolívar
- "Human Rights for Workers" commentary on John Ruggie's report: Part 1, on state duty to protect
 - Part 2, on the corporate responsibility to respect human rights
 - Part 3 - on practical implications of the report
- Goldcorp to conduct human rights impact assessment in Guatemala at shareholders' request
- USA: Senate passes bill banning genetic discrimination in the workplace

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Company policy statements on human rights

This page links to statements by companies that explicitly refer to human rights, that we are aware of. If you know of a policy statement that is not yet included here, please let us know.

Company statements that appear in bold refer to the Universal Declaration of Human Rights; those that appear in plain text do not yet refer to the Universal Declaration.

Companies that participate in the UN Global Compact express support for 10 principles, including Principles 1 & 2 referring to human rights. Here we do not list all Global Compact companies. Only companies that have taken the step of adopting a formal company policy statement explicitly referring to human rights are included, whether or not they participate in the Global Compact.

ABB: "Social Policy"

Aberdeen Asset Management: "Corporate Social Responsibility Policy for AAM & Group Companies" [PDF]

[see p. 11, "Human Rights"]

ABN AMRO: "Sustainable Development"

[scroll down to "Human Rights Position Statement"]

AGF (Assurances Générales de France): "Politique des Droits de l'Homme pour le Groupe AGF" [PDF]

Akzo Nobel: "Business Principles"

[see principle 2: "Responsibilities"]

Alcan: "Worldwide Code of Employee and Business Conduct" [PDF]

[scroll to pg. 11, "Human rights and the workplace"]

Alcatel: "Statement of Business Principles"

Alcoa: "Human Rights"

Alliance Boots: "Our key relationships and partners - Suppliers"

Alstom: "Code of Ethics" [PDF]

[scroll to pg. 12]

Amerada Hess: "Corporate Social Responsibility policy" [PDF]

Anglo American: "Good Citizenship: Our Business Principles" [PDF]

[scroll to pg. 3, "Corporate citizenship"]

ArmorGroup: "Regulation & Ethical Standards"

Associated British Foods: "The purpose and values of the business"

[scroll down to "Human Rights"]

Why a human rights approach?

- Wide spectrum
- Internationally-accepted standards
- “Bottom-up”: focus on the individual
- Increasing expectations



GREENPEACE



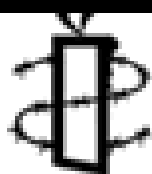
INTERNATIONAL
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HUMAN
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WATCH



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amnesty international

WORKING TO PROTECT HUMAN RIGHTS WORLDWIDE



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NEWS

- Simon Zadek response to Michael Edwards' "Philanthrocapitalism: after the goldrush"
- "Philanthropy's business benefit" by Stewart J Paperin of Open Society Institute
- **FR** Credit Suisse distribue des ballons qui auraient été fabriqués par des enfants au Pakistan - la banque affirme prendre "très au sérieux" les accusations
- **ES** Ecuador: Organización civil planea denunciar a Bechtel ante Corte Interamericana por deterioro de la calidad del agua en Guayaquil
- **ES** España: Caixa Sabadell pacta con sus empleados un protocolo contra el acoso laboral
- AT&T commits \$100 million to educational programmes
- US Supreme Court to decide whether to hear companies' appeal in apartheid reparations case - review of both sides' arguments

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Corporate complicity: ICJ expert panel

Quick links: Text of business & human rights standards

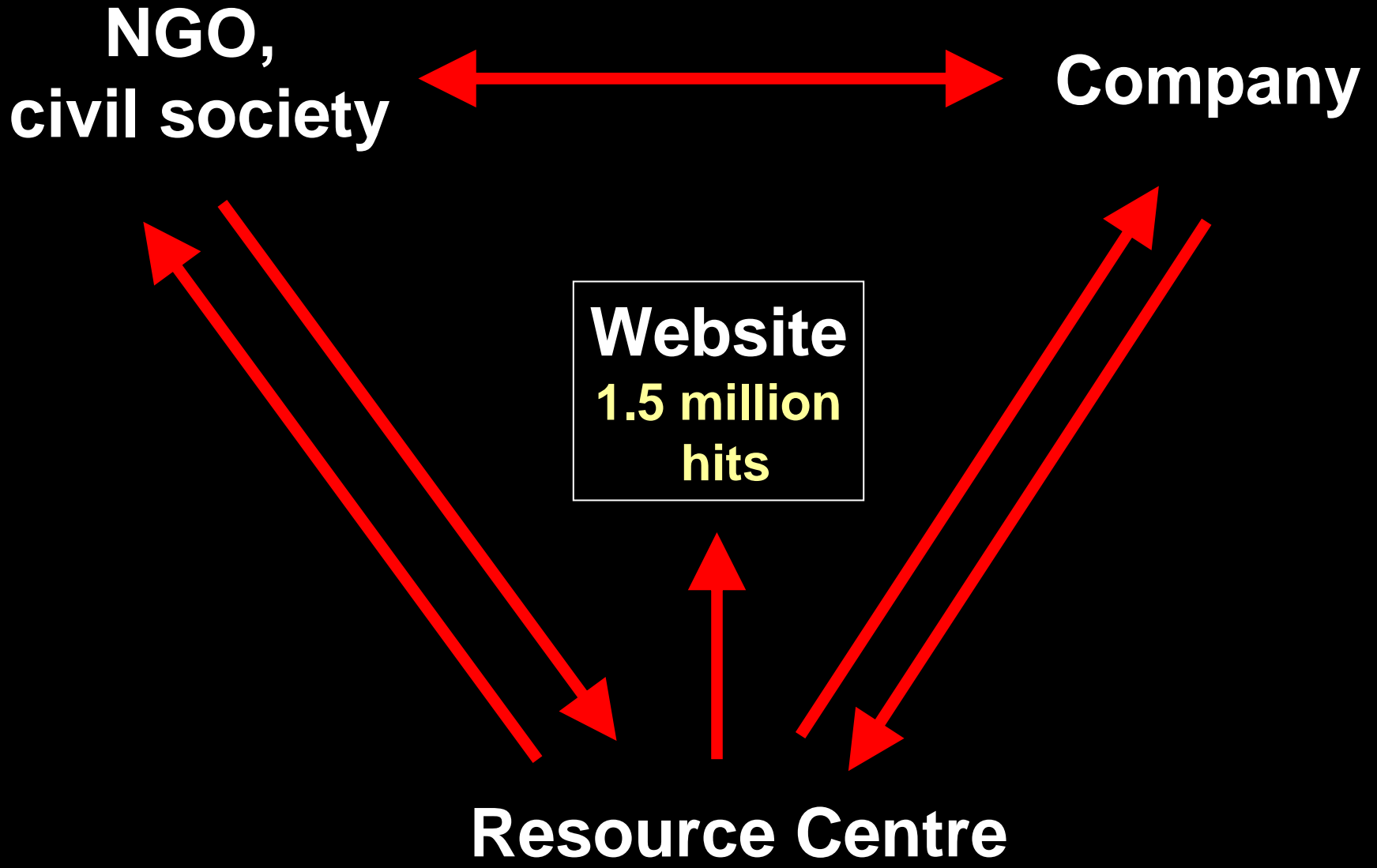
UN Global Compact

Business Leaders Initiative on Human Rights



Continental Tires (Germany)	So. Africa	25 Oct 2006	Metalworkers union praises car firms including Continental Tires for strong HIV/AIDS programmes. Click here
Converse (part of Nike) (USA)	USA/Africa	18 Oct 2006	Product RED launched in USA: Part of profits from products sold by Converse & others will benefit fight against AIDS in Africa. Click here
Converse (part of Nike) (USA)	Peru	5 Jul 2006	Converse forms partnership with indigenous embroiderers to create jobs & combat poverty. Click here
Co-operative Bank (UK)	Global	9 Nov 2005	Development agencies & companies including Co-operative Bank launch \$75 million fund for micro-entrepreneurs. Click here
Cosco (China)	China	26 July 2006	Companies including Cosco receive corporate responsibility awards. Click here
Crédit Agricole (France)	Global	20 Feb 2008	Crédit Agricole invests €50 million in new microfinance foundation with Grameen Bank. Click here
Credit Suisse (Switzerland)	Global	14 June 2006	Credit Suisse wins "sustainable energy deal of the year" in Financial Times sustainable banking awards. Click here
Daewoo Securities (South Korea)	Global	22 Aug 2007	Report ranks 22 So. Korean companies' reporting on environmental & human rights issues – Daewoo Securities among those scoring highest. Click here
DaimlerChrysler (Germany)	Global	6 Dec 2006	US faith-based investors welcome project to improve workplace human rights in automotive supply chains, involving DaimlerChrysler & others. Click here
Dallah Al Baraka (Saudi Arabia)	Global	12 Jul 2006	"Crossing boundaries": Business leaders visit social & environmental projects (report by IBLF). Companies featured include Dallah Al Baraka. Click here
Danone (France)	Bangladesh	28 Feb 2007	Muhammad Yunus initiates joint venture involving Danone, opening "social enterprise" yoghurt factory to combat poverty & malnutrition. Click here

Company response process



Response rate

over 75%



柏杉林国际木业

BAI SHANLIN INTERNATIONAL WOODS



Safety violations seen at Coomacka timber works

By Johann Earle

Wednesday, August 15th 2007



Workers, including the woman in the centre of the photo, wearing very little protective gear despite labouring near dangerous machinery.

Poor working conditions and breaches of safety and health regulations were complained about yesterday at Bai Shan Lin's wood processing operations at Coomacka in Region Ten.

During a visit by the media, workers bitterly complained of harsh treatment and little reward for their work. Bai Shan Lin is owned by a Chinese company and a Canada-based Chinese investor.



柏杉林国际木业

BAI SHANLIN INTERNATIONAL WOODS

至企业与人权研究中心：

近知悉贵中心对圭亚那报纸关于柏杉林木厂劳工问题新闻报道希望得到回应的信息。

现特对此情况进行客观说明。

我公司是在圭亚那新成立的公司，开始运营只有很短的一段时间。作为来圭投资的外商，依照圭亚那国际法律和政策要求经营运作是我们的根本出发点，达到促进圭亚那经济发展和企业获利，实现双赢的局面是我们的目标。

投资圭亚那以来，我们一直在努力了解学习、适应、融入圭亚那的政治、经济和文化生活。较大的地域、立体的国情等方面的差异确实给了我们初来乍到的外商不小



柏杉林国际木业
BAI SHANLIN INTERNATIONAL WOODS

**Baishanlin International Forest Development responds to
Stabroek News report “Safety violations seen at Coomacka timber works” in Guyana**

26 August 2007

To Business and Human Rights Resource Centre,

We learnt recently that you would like to have our response to the Stabroek News report “Safety violations seen at Coomacka timber works” in Guyana. Please find below our elaboration of the situation:

Our company has been formed and operating in Guyana for a very short period of time. As a foreign investor in Guyana, we are fully committed to operating based on the applicable international law and policy requirements in Guyana. We are also committed to the mutual benefit of Guyana’s development as well as maximizing our profits.

Since our inception in Guyana, we are humbly learning and assimilating into the political, economic as well as cultural environment of Guyana despite the challenges we encounter as a foreign investor due to the enormous geo-political and cultural difference between China and Guyana.

We are frustrated by the biased and exaggerated media report about our factory. We have always

Nadir promises more vigilance on workers' rights, safety

Tuesday, August 28th 2007

Minister of Labour Manzoor Nadir has promised more vigilance in the enforcement of labour and occupational health and safety laws, according to a press release from his ministry.

The minister who recently led a team of officials on a one-day visit to Region Ten (Upper Demerara/Berbice) said that for 2007 inspections of workplaces have increased many fold and greater compliance by workers has been seen.

Meanwhile, at the Bai Shan Lin operations the visiting team noted improvements in the conditions of work but found one instance where there was a difference between the wages paid to male and female workers.

Burger King (USA)	Florida, USA	16 Apr 2008	Coalition of Immokalee Workers calls on Burger King to support better living & working conditions for tomato pickers. Click here	Yes
Calyon (France)	Angola	12 Oct, 16 Nov 2005	Global Witness report & Financial Times article raise concerns that loan to Angola's state oil company Sonangol will perpetuate corruption & poverty. Click here	Yes
Carlsberg (Denmark)	Cambodia	7 June 2006	Australian Council of Trade Unions campaign raises concerns about health & working conditions of "beer promotion women". Click here	Yes
Carlsberg (Denmark)	China	18 Apr 2007	CCTV footage shows joint-venture involving Carlsberg polluting local water supplies. Click here	Yes
Carrefour (France)	Bangladesh	11 May 2005	Factory of supplier Spectrum Sweater in Dhaka, Bangladesh, collapses, killing 64 workers – Global textiles union (ITGLWF) and Clean Clothes Campaign raise concerns about working conditions prior to collapse. Click here	Yes
Carrefour (France)	China	17 Jan 2007	Labor groups raise concerns about positions of multinational & their business organizations regarding China's proposed labour law reform. Click here	No
Caterpillar (USA)	Israel/ Occupied Territories	23 Mar 2005	Bulldozers used by Israeli army for destroying homes & trees, causing homelessness & poverty, according to report by War on Want & letter from UN Special Rapporteur on the right to food. Click here	Yes
Cermaq (Norway)	Chile	12 Jul 2006	Serious concerns about working conditions in salmon industry, including workplace deaths. Click here	Yes
Chevron (USA)	Ecuador	23 Mar 2005	Shareholder resolution by Amnesty USA & others requests Chevron to prepare report on its initiatives to address health & environmental concerns where Texaco operated in Ecuador. Click here	Yes

- Frankness
- Specificity
- Shift from reactive to proactive

Introductory portals



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Introduction to business & human rights

Getting started

Sub-sections will include:

- Brief introduction
- Issue briefings: clear thumbnail introduction for each issue, including examples of good practice. Issues include conflict prevention; discrimination; labour rights; freedom of expression; supply chain
- Statements by opinion leaders

Tools & guidance

Sub-sections will include:

- Company human rights policies
- The top company reports
- Materials explaining how companies can operationalise human rights
- Training manuals for management & staff
- Principles & standards
- Sector-specific initiatives
- Best practice examples
- Human rights impact assessments

UN Special Representative

Sub-sections will include:

- "What's new"
- Introduction, including text of mandate
- Reports to Human Rights Council
- Briefing, discussion & reference papers
- Consultations & meetings
- Speeches
- Submissions by stakeholders, and any responses by John Ruggie
- Further sections to be discussed with John Ruggie's team

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www.business-humanrights.org



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