



## Business and Human Rights Webinar Series for Business Practitioners in Brazil

The [Global Business Initiative on Human Rights \(GBI\)](#) and the [Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável \(CEBDS\)](#) co-organised a practical webinar series between August and November 2022.

Approximately 50 business practitioners from a diverse range of companies in Brazil came together to discuss practical approaches to managing human rights risks and issues, particularly in light of hardening expectations and emerging regulatory requirements around the world.

Key takeaways and insights from the discussions include:

- **With an increase in legal expectations to conduct human rights due diligence, companies who are already implementing the UN Guiding Principles on Business and Human Rights (UNGPs) are much better placed for upcoming legislation.** Whilst Brazil does not yet have hardened legal expectations for human rights due diligence, there is a strong trend towards increased expectations for business to respect human rights in their operations and supply chains. Globally, emerging regulatory requirements are increasingly using the [UN Guiding Principles on Business and Human Rights](#) and the [OECD Guidelines for Multinational Enterprises](#) as the reference point for human rights due diligence obligations. Regardless of the political context, companies should commit to human rights as a core value of the company and conduct effective and meaningful human rights due diligence. Effective human rights due diligence should enable your company to identify, understand and respond to human rights risks and issues that it is involved in on an ongoing basis. Companies should focus here on risks to people. Human rights due diligence should also be informed by engagement with relevant stakeholders, including affected people and groups. Lastly, companies should emphasise addressing adverse human rights impacts rather than focussing on philanthropic activities.
- **Getting beyond operations to conduct human rights due diligence can be challenging but there are tools that can help companies to map their supply chains and better understand their risks.** Companies in Brazil and around the world are expected to know what impacts they may be involved in across their value chain (including deep in their supply chains) and be able to show that they are taking effective action to address these. Supply chain due diligence – particularly beyond tier 1 suppliers – is challenging for many companies and will require creativity and collaboration. There are many available tools and methodologies that can be used to map suppliers and identify risks. It can be useful for companies to consider the

various strengths and uses of these to apply tools effectively. Ultimately, companies should be focussed on using tools and methodologies that will give them the information they need to understand and address their risks. In their supply chains, companies can also partner with suppliers to work collaboratively to address risks. Finally, once issues are identified, companies should consult stakeholders in the process of addressing risks. For more details, see: [GBI Business Practice Portal](#)

- **Ensuring a living wage in a company's operations and supply chains can help to address the root causes of other human rights risks the company may be facing.** In recent years, a growing number of businesses are adopting commitments to a living wage. Additionally, various initiatives in the business and human rights and broader sustainability fields are actively positioning payment of a living wage as a key component of responsible business. In the context of a just transition, implementing a living wage across the supply chain can also help to ensure that the transition to zero carbon is equitable. Companies can work with experts to understand methodologies that can be applied across regions in a way that recognises the complexities of local contexts. Collaborating with third parties and experts can also help facilitate conversations with suppliers and ensure the conversation is data driven. Company commitment to a living wage should start with a company's own operations before pushing living wage in the supply chain. Companies with common suppliers should collaborate in sharing consistent messages and ensuring a common approach.

## Looking ahead

This workshop series was organised as part of an ongoing collaboration between CEBDS and GBI to support practical discussions among business practitioners in Brazil on implementing respect for human rights.

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