

# Compendium of Practice

## Overview of key business organisations' human rights work 2022-2023

Reflections on the focus of our work and our ongoing response to the fast-evolving business and human rights landscape



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This document has been compiled as a reference point for the UN Working Group on Business and Human Rights and for participants attending the business networking event at the UN Forum on Business and Human Rights 2023 in Geneva. It provides examples and approaches to human rights work being undertaken by key business organisations.

## amfori

- At amfori, we believe in a world where people, planet and profit can go hand in hand. A world in which trade serves a purpose: delivering social, environmental and economic benefits for everyone. A leading global business association for sustainable trade, we support our members to be sustainable businesses by helping them understand and improve the environmental, social and governance performance of their supply chains.
- We bring together over 2,500 retailers, brands, importers and traders, from over 40 countries and with a combined turnover of more than EUR 1.5 trillion. amfori's Sustainability platform hosts over 40,000 engaged producers across the globe.
- Our work on business and **human rights** started 20 years ago when [amfori BSCI](#) saw the light as a way for our members to work collaboratively on addressing common supply chain challenges. 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 suppliers. It draws on ILO conventions and declarations, the UNGPs as well as OECD guidelines for multinational enterprises.
- Beyond a common Code of Conduct, amfori BSCI provides a framework that supports our members to conduct human rights due diligence along their supply chains. That includes tools for country-level risk assessment, monitoring of suppliers, capacity building for both our members and their suppliers, tracking and remediation. The amfori Zero Tolerance Protocol serves as a rapid response process for auditors to alert members of flagrant human rights violations discovered during amfori BSCI audits and for members to rapidly respond in a timely and coordinated manner together with suppliers.
- Our 17 Local Network Representations are important platforms where amfori members exchange views and insights from a local perspective, discuss current challenges, receive local support tailored to their needs and language and engage with affected stakeholders to find solutions to pressing human rights issues.
- To meet growing expectations on companies to also manage their impacts on the **environment**, we launched an improved version of our [amfori BEPI](#), a cross sectorial tool that helps amfori members identify the environmental risks of suppliers based on their on-site production processes and their unique characteristics. It will help members work with their suppliers to identify and mitigate environmental risks in their value chains.
- The amfori Access to Remedy (A2R) approach is built upon various pillars, including:
  - Operational Grievance Mechanism (OGM): amfori is committed to strengthen the Operational Grievance Mechanisms (OGMs) at production locations and farms connected to our members through amfori BSCI and capacity-building.
  - [amfori Supply Chain Grievance Mechanism](#): Understanding that certain grievances cannot or have not been addressed by local OGMs, amfori supports its members in providing complementary access to remedy through collaboration to impacted workers and communities in their global supply chains. **amfori Speak for Change** facilitates raising concerns, investigation and remediation of grievances from stakeholders and is currently available in Vietnam, Türkiye and Bangladesh.
  - Access to Remedy (A2R) Hub: Recognising the endeavours of other existing grievance mechanisms and the willingness to share experiences, amfori encourages the creation of a global and virtual Access to Remedy Hub managed by (a) neutral international organisation(s) with input from the global community to share, connect and collaborate, in order to maximize ongoing efforts.

## Association of Professional Social Compliance Auditors Inc

- APSCA is the professional standards body for independent Social Compliance Auditors.
- We represent a substantial majority of all Social Compliance Audit firms and more than 4800 auditors who audit globally.
- Collectively, APSCA certified auditors conduct tens of thousands of social compliance audits annually, engage with hundreds of thousands of workers directly, and ultimately benefit millions of supply chain workers globally through the identification of labor violations.
- We are the largest group of professionals conducting onsite assessments into human and labour rights issues around the world.
- APSCA exists to enhance the professionalism, consistency and credibility of the individuals and organizations performing independent social compliance audits and to be the trusted authority and voice for social compliance practitioners everywhere.
- Through its certification process and advocacy APSCA seeks to support and help realise labor rights compliance so as to provide credible data to assist company HRDD efforts.
  - We work to improve social compliance audit quality through alignment, engagement, and professionalism
  - APSCA is serviced by a dedicated, multi-stakeholder Advisory Board with independent, brand, retail, initiative and independent representation
- APSCA accepts that while social auditing is not the complete answer to the challenges of addressing labor and human rights abuses within businesses, nor is any one other solution. In reality social compliance audits have contributed more than any other process to lift social performance and alleviate harm to workers.
- APSCA Members are working with clients to help in the design of effective HRDD processes which include a refreshed social compliance audit component to connect with other HRDD tools, be they technology based like worker voice or collaborative efforts involving like minded businesses and other stakeholders.
- Collaboration is key to ensuring more commonality amongst more robust audit protocols and providers with enhanced skills training for auditors beyond the content of existing or more traditional protocols. Better protocol alignment would make audit findings more comparable and enable our Member Firms to offer a consistent product to the market. Business needs to support these efforts by themselves clearly elaborating what their HRDD processes and expectations are going forward with their audit partners. It requires a “joined up conversation”.
- In addition, going forward, APSCA believes that a new architecture is needed that gets “eyes on the ground” in an expanded process that more robustly supports capacity building with suppliers, public private partnerships with domestic labour inspection services to improve their own capacity to act and to work through representative bodies such as Employers organisations and Trade Unions so that the expectations become localized rather than viewed as an imposition.
- BHR also needs to be viewed as being as much about a company’s domestic operations as it is about their suppliers both on and offshore. Companies need to be able to show suppliers that they too are taking BHR seriously and social compliance audits can help them do that.

- Transparency demands are increasing with stakeholders requesting to know more about who has been audited and what were the findings and how were they remediated. Brands and audit firms need to create an understanding as to how best to meet those expectations so as to avoid a piecemeal approach.
- If you have questions about APSCA please contact [director@theapsca.org](mailto:director@theapsca.org)

## **BDA – Confederation of German Employers’ Associations**

- Sustainability and Business and Human Rights have for many years been particularly 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 RBC/B&HR with guidelines, working groups, as well as with individual counselling.
- On 19 April 2023 BDA, the International Organisation of Employers (IOE), and DHL Group organized the [annual international conference on business and human rights](#) examining the next chapter on Responsible Business Conduct.
- 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”. The next conference will take place on 23 April 2024 in Bonn with the title “Navigating between hard and soft law: Enhancing Business preparedness”.
- BDA encourages member attendance at the yearly UN Forum on Business and Human Rights as well as various other international fora.
- At international level, BDA has contributed to the further development of RBC/B&HR in the various processes and dialogue forums to give companies the necessary support for their initiatives.
- On a national level, BDA and its members are active in various fora to put forward approaches that are good and practical and which are in alignment with the UN Guiding Principles on Business and Human Rights.



## Business for Social Responsibility (BSR)

- BSR is a non-profit sustainable business network and consultancy focused on creating a world in which all people can thrive on a healthy planet. With offices in Asia, Europe, and North America, BSR provides its 300+ member companies with insight, advice, and collaborative initiatives to help them see a changing world more clearly, create long-term value, and scale impact.
- Our human rights focus area is comprised of business and human rights experts who understand how to incorporate the UN Guiding Principles on Business and Human Rights into business strategies and operations. We recognize that effective management of human rights issues requires internal policy coherence, ongoing due diligence of priority human rights issues, meaningful stakeholder engagement, and provision of remedy for adverse impacts. We are pragmatic and forward-looking, meeting companies where they are on their human rights journey and tailoring our recommendations to the specific needs of each industry and the complexities of local contexts. We help companies understand and navigate the increasingly complex and fragmented global human rights landscape, prepare to comply with emerging legislation, and partner across their value chains to collaboratively manage human rights issues and address the systemic causes of human rights abuses.
- Our service offerings include:
  - **Human rights assessments**
  - Identify and prioritize salient human rights risks and impacts at the corporate, product service, site, supply chain, portfolio, or country level
  - Conduct gap analyses against international standards and emerging legislation
  - Assess country-level human rights risks, including in conflict-affected and high-risk contexts
  - Benchmark human rights performance against peers and identify good practices
  - **Strategy and implementation**
  - Assess existing management processes and practices (including living wage assessment and implementation)
  - Develop human rights strategies and action plans to integrate human rights management into the business
  - Conduct human rights training and briefings on key topics
  - Develop tools to guide decision-making
  - Assess and strengthen grievance mechanisms and access to remedy
  - **Policy and governance**
  - Assess, draft, and review corporate human rights policies, including modern slavery statements
  - Conduct briefings and trainings for boards and senior leadership on topical human rights issues
  - **Reporting and stakeholder engagement**
  - Identify and prioritize key stakeholders, including rightsholders, and their legitimate representatives
  - Design and facilitate stakeholder engagement processes and events
  - Advise on human rights disclosure and reporting in line with emerging regulations, including informing strategy, and reviewing content

- Our [collaborative initiatives](#) enable companies to transform their businesses while creating shared solutions to global challenges and make a meaningful systemic impact. Our human rights-focus collaborative initiatives, include:
  - [Human Rights Working Group](#), a cross-industry forum of 60+ companies 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 coalition of businesses committed to combatting modern slavery in global supply chains.
  - [Partnership for Global LGBTIQ+ Equality](#), a business coalition committed to leveraging their individual and collective advocacy to accelerate LGBTIQ+ equality and inclusion globally and drive positive change.
  - [Building Responsibly](#), an initiative promoting the rights and welfare of workers in the engineering and construction industry.
- Our credentials include:
  - **Experience:** For 30 years, we have been at the forefront of helping companies turn human rights principles into practice. We have conducted more than 200 human rights 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 climate, nature, diversity equity and inclusion, sustainability management, and supply chain teams. We take a systemic approach to overall human rights due diligence and access to remedy.
  - **Collaboration:** We maintain an extensive network of human rights stakeholders. Our various human rights collaborative initiatives share best practices and enable companies to make more progress together than they can alone.





## Global Business Initiative on Human Rights (GBI)

### About GBI: Advancing corporate respect for human rights

- The Global Business Initiative on Human Rights (GBI) is a global, cross-industry business-led organisation focused on advancing corporate respect for human rights across the globe. We work to shape practice and build knowledge and capacity to implement respect for human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs).
- GBI supports companies in their day-to-day work to address human rights impacts as they seek to adapt to complex, dynamic contexts. We help companies stay ahead of emerging issues by exploring concrete challenges and providing practical insights at both granular and strategic levels.
- GBI is known for its high-quality peer learning; practice-driven and confidential member discussions; our highly experienced and respected expert team and advisors; and in-depth global and regional engagement with business practitioners and other stakeholders.

The organisation is composed of a committed group of 23 multinational companies operating in multiple industries and diverse geographies. We convene multiple times a year through our Member Peer Learning programme that is tailored to fit the needs of our members (see our members on page 10).

### GBI's key resources and focus areas in 2023

- **Effective downstream human rights due diligence**

GBI published a report on [Effective downstream human rights due diligence: Key questions for companies](#), which offers an overview of expectations contained in international standards and provides some initial questions for companies seeking to establish downstream human rights due diligence processes of their own. The report is being widely used by companies and specialised organisations.

- **Rights-respecting climate action report**

During COP, we will be launching a report for practitioners with practical insights on implementing respect for human rights in climate action. It follows detailed input from company experts, advisors and specialists in the field, and recent extensive consultations with business practitioners and stakeholders in countries including Brazil, Kenya, Mexico, South Africa and Thailand.

- **Emerging mandatory due diligence measures**

We launched a [series of podcasts](#) with practical insights from the GBI advisors and team to help companies think through the implications of expectations as emerging mandatory human rights and environmental due diligence obligations come into force.

GBI members have continued to maintain a focus on many other areas of work, including access to remedy; human rights due diligence in supply chains; stakeholder and rightsholder engagement; operating in complex political environments and responding to geopolitical shifts; artificial intelligence; and heightened human rights due diligence in conflict/post conflict contexts.

## GBI Global engagement activities

- In addition to working with our core member companies, GBI has continued working with practitioners and other stakeholders across five key regions this year – **Africa, Latin America, South Asia, Southeast Asia and Eastern Europe.**
- In 2023, we partnered with organisations including UN Global Compact, UNDP, the Swiss representation in India, CEBDS and other business organisations to conduct regional workshops and roundtables for businesses in **Brazil, Thailand, and India.** These sessions explored issues such as **human rights and climate change, access to remedy, human rights due diligence in the supply chain, the role of legal practitioners in implementing the UNGPs, and Free Prior and Informed Consent.**
- We engage regularly with **non-business stakeholders including government, civil society and academia,** enabling our members, the GBI team and advisors to add their unique insights and deep experience to governance gaps and corporate respect for human rights. For example, GBI recently contributed to the multi-stakeholder plenary on climate at the first Corporate Sustainability and Environmental Rights in Asia conference in Bangkok organised by UNDP and UNEP.

## Disseminating practice-based insights to support companies

GBI appreciates the value of learning from others. We regularly share practical resources containing valuable insights and lessons learned from our members, team and advisors, and our external engagement activities with a broader audience, including:

- **Sharing learning from business practice and practical challenges**

Our [Business Practice Portal](#) provides free, online access to real-life examples of company action, videos and practical insights from our members. We created the portal to share examples of corporate practices – and lessons learned along the way – as our members work to implement respect for human rights.

- **GBI's blogs, videos and podcasts**

Our [expert blogs](#) authored by our team and advisors continue to provide thought leadership on practice in key areas of business and human rights such as the climate crisis, human rights due diligence, responses to crisis, children's rights, and the right to mental health. We have released podcasts on timely challenges such as [operating in conflict contexts](#), and provided practical guidance such as [questions to help companies evaluate whether proposed legislation will help them to meet international standards on business conduct](#).

## Our members



For more information visit [www.gbibr.org](http://www.gbibr.org) and for our business practice portal visit [www.gbibr.org/business-practice-portal](http://www.gbibr.org/business-practice-portal)

## International Council of Mining Metals (ICMM)

- ICMM is a leadership organisation working for a safe, just and sustainable world that is enabled by responsibly produced minerals and metals.
- We bring together a third of the global metals and mining industry, along with key partners to drive leadership through collaboration to enhance the contribution of mining & metals to sustainable development.
- ICMM's latest strategic focus aims to build on long-standing commitments to ensure the respect for and enhancement of human rights, with special focus on the rights and interests of Indigenous Peoples.
- To facilitate the integration of human rights due diligence into business decision making, ICMM has updated its [Human Rights Due Diligence Guidance](#). ICMM first published the guidance in 2012. It was developed to assist mining companies in their review of existing risk management processes and to bring their policies in-line with the UN Guiding Principles on Business and Human Rights (UNGPs).
- ICMM's update to the guidance, seeks to respond directly to challenges still faced by human rights practitioners in integrating the UNGPs into their organisations. It captures good practice examples from across the industry and the significant evolution of international, regional and state-level legislation and regulation that has emerged over the last decade.
- The guidance has been designed as a set of practical tools, these tools include:
  - [Tool 1: Applying a Human Rights Lens](#) – To provide an enhanced understanding of what human rights are, why they are important in a business context and how a human rights lens can offer a powerful perspective in company decision-making.
  - [Tool 2: Human Rights Due Diligence Maturity Matrix](#) – To support companies to assess their current approaches to HRDD and encourage continuous learning and improvement. In so doing, they will be able to critically analyse and diagnose their HRDD systems to identify strengths and gaps, and plan and take action to improve those systems in order to move towards the next level of maturity.
  - [Tool 3: Assessing Salient Human Rights Issues](#) – To set out UNGPs and ICMM requirements (through the Mining Principles) for assessing human rights impacts and 6/8 provide basic tools for undertaking this assessment and integrating findings into subsequent business processes.
  - [Tool 4: Approaches to Assessment of Human Rights Impacts](#) – To introduce the key defining aspects of human rights impact assessments (HRIAs) and present the different approaches to HRIAs, including the different characteristics, uses, strengths, and weaknesses of potential approaches.
  - [Tool 5: Integrating Human Rights in Business Risk Processes](#) – To provide a clear understanding of how human rights can be better integrated into existing risk management processes. It includes a range of approaches which can be used to help achieve this integration.
  - [Tool 6: Human Rights Due Diligence Supply Chains](#) – To highlight the key human rights issues in high-risk supply chains and provide a six-step guidance to help companies prevent, mitigate, and remediate impacts in their supply chains and business relationships. It supports companies at different levels of HRDD maturity to develop and strengthen supply chain risk management systems.
  - [Supporting resources](#) – includes key issue areas, the regulatory landscape, equivalency benchmark, reference, and a glossary.

- To ensure that member commitments are in line with current societal expectations, ICMM continues to assess leading practice and existing industry commitments in relation to human rights and Indigenous Peoples (including on free, prior and informed consent, FPIC) against current ICMM commitments.
- Engagement with Indigenous Peoples in many regions remains challenging. To build stronger relationships between industry and Indigenous Peoples, ICMM is reviewing gaps and opportunities for new practical resources on issues such as consultation and consent processes. We will also undertake dialogue with interested stakeholders to build trust and improve industry performance in engagement with, and the participation of, Indigenous Peoples.
- ICMM actively engages in international forums on business human rights to ensure ongoing focus and partnerships on critical business and human rights issues, and to support embedding respect for human rights across the industry. This includes participating as a permanent observer to the Voluntary Principles on Security and Human Rights (VPs), and as a delegate in the UN Annual Forum on Business and Human Rights.
- To demonstrate performance improvement related to human rights ICMM will continue to communicate member progress on integrating human rights due diligence into decision making in practice and progress on implementation of other human rights and Indigenous Peoples related commitments.

## International Organisation of Employers (IOE)

### Presentation of IOE and its longstanding engagement on Human Rights and Responsible Business Conduct

- IOE is a not-for-profit international business association that represents more than 150 independent business and employer organisations in more than 150 countries. This means that IOE represents employers from both low-income countries and high-income countries in social and employment policy.
- IOE is the sole representative of business in social and employment policy debates taking place in the ILO, across the UN, G20 and other emerging forums. As such it provides a vital business perspective to the many activities and initiatives that seek to advance the Business and Human Rights and Responsible Business Conduct agenda. It advocates on behalf of business for reasonable, realistic and workable solutions to the world's myriad human rights-related challenges.
- Through this diverse network, IOE represents over 50 million large, medium, and small companies, which in turn employ hundreds of millions of workers. This diverse representation gives IOE an unparalleled ability to convene local business actors. Due to its immense outreach, IOE is the voice of the business and the employer community, especially in social and employment policy.
- IOE attaches great importance to **business and human rights** and is actively engaged in endorsing, promoting and disseminating among our members and networks the UN Guiding Principles on Business and Human Rights (UNGPs), as well as other government-backed instruments on responsible business conduct.
- We help businesses of all sizes to meet their **responsibility to respect human rights** in line with the UNGPs and to make a positive contribution to the SDGs. Respecting and advancing human rights is a priority for the international business community and the IOE strongly argues for preserving the approach outlined by the UNGPs.
- IOE is at the forefront of international human rights policymaking and carries out its own activities on human rights and responsible business conduct. Our engagement and advocacy cover many topics and initiatives, including:
  - United Nations: UN Treaty process, UN Working Group on Business & Human Rights, UN Forums on Business & Human Rights, Office of the High Commissioner on Human Rights project on Accountability and Remedy, and other ad hoc UN activities.
  - ILO: Global Supply Chains, Fundamental Principles and Rights at Work, MNE Declaration, Social Dialogue.
  - Other Initiatives/Organisations: UN Global Compact, GRI, ISO, OECD, B20, Benchmarks/ranks, Mega sporting events, Bali Process.
- IOE provides a vital business perspective to the many activities and initiatives that seek to advance the Business and Human Rights and Responsible Business Conduct agenda. We advocate on behalf of business for reasonable, realistic and workable solutions to the world's myriad human rights-related challenges.
- Our active engagement on this topic ensures that the development and dissemination of global standards includes the perspective of and realities facing business. We also work to ensure policy coherence between various international organisations and we help companies to understand what they need to do to meet the evolving standards of conduct.

## IOE Centre of Excellence on Human Rights and Responsible Business

- The International Organisation of Employers (IOE) continues to develop the creation of a **Centre of Excellence on Human Rights and Responsible Business Conduct** (RBC) to promote respect for human rights in the framework of business activities globally. As a part of this, IOE is actively seeking partnerships to level the playing field, substantially inform and further incorporate employer and business membership organisations (EBMOs), small business associations and companies, including MSMEs, about Business and Human rights (BHR).
- **OBJECTIVES:** The proposed IOE Centre will promote respect for HRs and RBC in the framework of any business activities. It will bridge the existing gap between the increasing expectations and requirements related to BHRs and the awareness, understanding, and capacity of industry associations and companies to live up to them. The IOE Centre aims to:
  - (1) Strengthen the capacities of the **business sector** to integrate human rights as part of strategic decision-making processes
  - (2) Provide effective guidance to improve companies' preventive approach to managing human rights risks along value chains.
- The Centre is intended to benefit more than 150 EBMOs and hundreds of thousands of enterprises globally. A particular focus shall be put on MSME support as this group face specific implementation challenges. After identifying how to best strengthen the capacities of companies to integrate human rights due diligence as part of strategic decision-making processes and management based on information provided by the IOE centre, companies will also receive support from their national employer organisations. This shall improve companies' preventive approach and management of human rights risks along value chains, potentially improving the lives of millions of rights holders. Practical tools, information on existing BHR regulation, sample cases and general guidance shall be provided to raise awareness and to support human rights due diligence and RBC of companies at regional and local levels. **Partnerships** with other relevant actors will allow to build on existing knowledge and to bring best practices via the IOE centre globally.
- **ADDED VALUE:** The selected approach will lead to creating a global centre and the potential establishment of regional one-stop shops/hubs, allowing business entities to garner the most relevant information on BHRs and RBC in a regional context. It will seek to create synergies with existing IOE, ILO, UNDP, UNGC, UN OHCHR, OECD and EU work. At the same time, it will still differ from other approaches like national help desks or training programs in consumer countries due to its international business-oriented design and global scale.
- The future IOE Centre will engage with IOE's global network of national and local employer organisations in over 150 countries to offer the most reliable and up-to-date local and regional developments and business-specific information on the responsibility to respect human rights and associated risks. Going beyond a superficial overview/ risk assessment, the approach foresees bringing relevant information in various multilingual formats to companies of all sizes, particularly those with operations in Africa, Asia and Latin America.
- The centre will strive to provide employer associations and companies with the required information to navigate human rights due diligence and RBC fields also in specific national and regional contexts.



## Ipieca and human rights

- [Ipieca](#) is the global oil and gas association dedicated to advancing environmental and social performance across the energy transition. It brings together members and stakeholders to lead in integrating sustainability by advancing climate action, environmental responsibility and social performance across oil, gas and renewable activities. Ipieca was founded at the request of the United Nations Environment Programme in 1974. Through its non-lobby and collaborative approach, Ipieca remains the industry's principal channel of engagement with the UN.
  - 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 (UNGPs). This is reflected in Ipieca Principles number five on supporting the UNGPs. Adherence to the [Ipieca Principles](#) is a condition of Ipieca membership.
  - 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 human rights training tools, to help the industry advance its human rights performance.
  - **Putting human rights at the heart of business:** The UNGPs are an essential part of what Ipieca does and have provided the industry with valuable clarity about what all parties are expected to do so that human rights are protected and respected, and so that remedy is applied when needed. Since they were launched, Ipieca and its members have worked together to produce a whole suite of guidance and tools to support the industry to operationalise the UNGPs, including:
    - [Human rights due diligence guidance](#)
    - [Community development agreements guidance](#)
    - [Community grievance mechanisms in the oil and gas industry](#)
    - [Integrating human rights into environmental, social and health impact assessments. A practical guide for the oil and gas industry](#)
  - **An energy transition that is just and fair:** To support our members' participation in international collaboration to transition to a lower-carbon world in a way that's just and fair for workforces, communities and consumers. Ipieca's [just transition](#) efforts help us understand energy transition through a social and human rights lens. So far, Ipieca has launched:
    - [Ipieca statement on our approach to the just transition](#)
    - [Just transition literature review](#)
- Ipieca has actively engaged with the UN Working Group on Business and Human Rights by providing industry feedback to two consultations in 2023:
- **Extractive sector, just transition and human rights**
  - **Investors, ESG and Human Rights**

- **Advancing social performance across the supply chain:** The oil and gas industry has complex and long global supply chains. By supporting fair and socially responsible practices across the supply chain, we can help improve the lives of many people around the globe. Ipieca produces practical resources to help the industry identify, manage and mitigate social risks among suppliers. It is our aim that these tools be shared by companies with their suppliers, cascading social good practices down through the supply chain. The most recent tools include:
  - [Supply chain library of questions and resources](#)
  - [Labour rights risk identification in the supply chain](#)
  - [Company and supply chain labour rights toolkit](#)
- **A human rights approach to the SDGs:** Taking a human rights approach to development, - one of equality, inclusion and non-discrimination – can help us deliver the Sustainable Development Goals (SDGs). Like the UNGPs, the SDGs recognise the important part that responsible business has to play in achieving a fairer, more prosperous world for all. Ipieca has worked to support the delivery of the SDGs since they were launched in 2015. In 2021, in partnership with WBCSD, we launched the SDG Roadmap which features a series of 93 actions across the systemic themes of climate, nature and people, with specific recommendations related to fostering prosperity, good health and well-being across the industry workforce, supply chain and communities where we operate.
  - [Accelerating action: an SDG Roadmap for the oil and gas sector](#)
  - [SDG Roadmap progress report](#)
- **Ipieca’s Labour Rights Training:** One of the most notable resources that Ipieca launched in 2023 was the [Online labour rights training](#), developed with the contribution of Building Responsibly and hosted on the Supply Chain Sustainability School’s e-learning platform. Consisting of 12 modules, the online training aims to improve awareness of labour rights issues among those responsible for working conditions and labour practices, so they can better recognise and address problems.



## Responsible Business Alliance (RBA)

- Founded in 2004 by a group of leading electronics companies, the RBA is now a cross-industry coalition comprised of companies committed to supporting the rights and well-being of workers and communities worldwide. The RBA also hosts several Initiatives, including the Responsible Minerals, Labor and Factory Initiatives, which address specific risks in supply chains.
- Today the RBA and its Initiatives have nearly 570 members with combined annual revenues greater than \$8 trillion, directly employing over 21.5 million people, with products manufactured in more than 120 countries.
- As an industry body, the RBA has been advancing human rights due diligence by helping companies operationalize and implement due diligence into their operations and supply chains over the past 20 years. Via the RBA, companies can access practical due diligence tools to implement the different steps of due diligence, and to develop scalable solutions that have positive impacts on workers and the environment and drive continuous change and improvement.
- The RBA has championed the UNGPs and other leading global standards, such as the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct, as frameworks that help companies embed human rights into business operations.
- Founded in 2008, the Responsible Minerals Initiative has grown into one of the most utilized and respected resources for companies addressing issues related to the responsible sourcing of minerals in their supply chains. More than 400 companies from 10 different industries participate in the RMI today, contributing to a range of tools and resources, including the Responsible Minerals Assurance Process (3TG and cobalt), Risk Readiness Assessment, Minerals Reporting Templates (3TG and cobalt), industry-wide grievance mechanism, Reasonable Country of Origin Inquiry data, RMI Learning Academy, public global smelter / refiner lists, and a range of practical guidance documents for industry. The RMI runs regular workshops on responsible minerals sourcing issues and contributes to policy development and debates with leading civil society organizations and governments.
- With more than 190 company members, the Responsible Labor Initiative (RLI), an initiative of the Responsible Business Alliance (RBA), provides a rich community of practice and world-class resources for companies to meet accelerating expectations of forced labor due diligence in international supply chains. The RLI's approach is aligned with due diligence expectations set out in the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct. This approach enables companies to assess and address risk, prevent potential forced labor impacts and remediate actual impacts in their own operations, their supply chain and other business relationships. RLI approaches forced labor due diligence in a holistic manner, not only supporting factories or workplaces but also recruitment actors in their due diligence journey.



## United Nations Global Compact (UNGC)

- The UN Global Compact is the world's largest corporate sustainability initiative that aims to mobilise a global movement of sustainable companies and stakeholders to accelerate and scale the global collective impact of business. It supports companies to do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption; and taking strategic actions to advance the Sustainable Development Goals. Emphasising partnership, we work closely with the OHCHR, the ILO, UNEP, the UNODC and other UN and non-UN experts and stakeholders.
- *Global Compact Local Networks* are present in over 65 countries with Regional Hubs. 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 for the development and implementation of National Action Plans.
- [UN Global Compact Academy](#) offers participants a range of learning opportunities to equip them with the skills and knowledge to advance their corporate sustainability performance. With an array of learning tools for business action for the Ten Principles, BHR courses include eight labour-related courses, resources for small and medium enterprises (SMEs), and the business and human rights e-learning course, one of the most downloaded resources on the Academy.
- [Business and Human Rights Navigator](#) guides companies to understand and address human rights impacts in their operations and supply chains. Users can access in-depth analysis on ten key human rights issues, due diligence recommendations, as well as case examples.
- [Business and Human Rights Accelerator](#) launched in 2022 models the human rights due diligence process aligned with the UNGPs. This 6-month hands-on programme equips companies to move from commitment to action on human rights and labour rights by establishing an ongoing human rights due diligence process. Over 600 companies from 57 countries participate in 2022. Sign up is currently open for the 2024 Round.
- [Living Wage Think Lab](#): The UN Global Compact launched a series of Think Labs to provide thought leadership on critical sustainability issues to prepare for a net-zero, resilient future and a more equal society. The Think Lab on Living Wage focused on how addressing low wages is not only an investment in human capital which can bring a range of returns, it is also part of all businesses' responsibility to protect and respect human rights as outlined in the UN Guiding Principles on Business and Human Rights (UNGPs). Identifying the risk of low pay and acting to mitigate or remediate this risk is one way businesses can align with the UNGPs. Furthermore, as part of their responsibility to conduct human rights due diligence, companies should use their leverage and take steps in their supply chain to promote living wages where low pay is an identified risk.
- [Forward Faster Initiative](#): As the world crosses the halfway point for achieving the SDGs, the Forward Faster initiative of the United Nations Global Compact was launched during the GA Week. It challenges businesses to raise their ambition levels by taking tangible, accountable actions in five areas — [living wage](#), [gender equality](#), [climate action](#), [water resilience and sustainable finance and investment](#). These are the five areas where the private sector is best positioned to advance the 2030 Agenda and serve as critical levers to accelerate progress across all 17 SDGs. Each action area has Action Guides with key facts and targets.

- *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. Additionally, the Target Gender Equality programme has helped thousands of companies in setting and reaching ambitious corporate targets for women's representation and leadership.
- [UN LGBTQI+ Standard Gap Analysis Tool](#) guides companies on their journey to implement the UN Standards of Conduct for Business was published by OHCHR in 2017 and serves as the first internationally-accepted set of Standards on the private sector's responsibility to tackle discrimination and respect the rights of LGBTQI+ communities in the workplace and beyond.
- The new UN Global Compact report on [Business Leadership in Times of Crisis](#) which launched at the GA High-Level Week, describes how today's business leaders are experiencing complex threats not just to their operations — but also to their sustainability agenda, with a fragmented landscape limiting ambition, a transition to renewable energy facing systemic barriers and social issues compounding business vulnerabilities. The report outlines CEOs' challenges, workable tactics, the needed leadership traits and where opportunities lie.



## United States Council for International Business (USCIB)

- The United States Council for International Business (USCIB) advocates for an open system of world trade, finance, and investment, where business can flourish and contribute to economic growth, human welfare, and environmental protection. With more than 300 members, USCIB's work spans a broad range of policy issues, importantly including business and human rights. As the US affiliate to the International Chamber of Commerce (ICC), Business at OECD (BIAC), and the International Organization of Employers (IOE) and as the only US business association with status in the UN Economic and Social Council (ECOSOC), USCIB has a seat at the table at key international bodies, where important work on business and human rights is being done. USCIB actively participated in the consultative process that resulted in the UN Guiding Principles on Business & Human Rights (UNGPs), and we continue to promote their uptake, implementation, and incorporation into corporate organizational and operational culture.
- In October 2023, we proudly joined in co-sponsoring our 15th annual Engaging Business Forum, together with IOE and US Chamber of Commerce. Hosted by The Coca Cola Company, this is one of the US-largest forums on Business and Human Rights, bringing together hundreds of representatives from companies, as well as representatives from human rights organizations, and NGOs, for two days of discussions on furthering the human rights agenda.
- Last month, USCIB was actively engaged in the negotiations of the Legally Binding Instrument on Business and Human Rights. In these negotiations, we convey business responsibilities to respect human rights, and advocate for strengthening the implementation of the UNGPs in countries with weak rule of law where human rights abuses are most prevalent.
- As the representative of US Employers at the ILO, USCIB led the US employer delegation to the annual International Labour Conference (ILC). This year, USCIB actively participated in the adoption of the new international labor standard on Quality Apprenticeships, as well as in the discussions pertaining to just transition and labor protection, among others. USCIB also actively engaged in this year's sectoral meetings at the ILO, including on civil aviation, future of work in arts, decent work on agri-food, and digitalization in the retail sector. USCIB also designates the US representative to the ILO Governing Body.
- As the US affiliate to BIAC, USCIB had a prominent role in the negotiations of the 2023 OECD Guidelines for Multinational Enterprises. USCIB was one of only three business associations that were present in all negotiations, actively suggesting language to the OECD Responsible Business Conduct Working Party. Even though the text resulted in new challenging recommendations for business, USCIB ensured that the outcome was the best possible for business and for implementation purposes.
- Along with our European colleagues, USCIB actively participated in the Trade and Technology Council's Trade and Labor Dialogue (TALD), where social partners on both sides of the Atlantic explored policies related to the intersection of trade, labor, and technology. USCIB was a key partner in delivering US – EU principles and recommendations for tackling forced labor through trade strategies, where we stressed the need for a multifaceted approach involving capacity building for third countries, to address the root causes of forced labor.



- USCIB has engaged and will continue to engage in multilateral conversations aiming to promote the respect of human rights, competitiveness, and open markets. We led policy recommendations at the India B20 workstreams and task forces on Future of work and Skills, ICC regional meetings, a wide range of OECD committee meetings, the UN General Assembly, and the High Level Political Forum on Sustainable Development.
- Through our work and unique positioning in the multilateral system, USCIB has created opportunities to support business success and contribute to solving some of the most pressing challenges of our time. Our global network ensures that businesses are active partners in addressing issues such as climate change, digital transformation, diversity and inclusion, and decent work.
- In New York, we continue to engage with the UN and leverage our Special NGO Consultative status at the UN Economic and Social Council (ECOSOC), the UN Environment Programme (UNEP), and the UN Framework Convention on Climate Change (UNFCCC) to advocate for the inclusion of businesses in all policy discussions and negotiations.
- In Washington, USCIB advocates for open markets and trade facilitation by collaborating with our members, global business partners, and multilateral institutions while maintaining an ongoing dialogue with the United States Administration.
- USCIB is well-positioned to assist businesses in addressing new challenges the private sector continues to face related to human rights. In times of conflict, high inflation, deglobalization trends, and further expectations, businesses require clear, harmonized, and implementable responsible business conduct guidelines. Regulations, norms, treaties, guidance, and other instruments can only be effective as they are implementable.
- Two examples of rising challenges are Artificial intelligence and a clean, healthy, and sustainable environment, and their linkage with human rights impacts. USCIB and its members are dedicated to translating these challenges into opportunities to advance human rights for all, while promoting investments, innovation, and open markets. USCIB believes that by integrating technology, including Artificial Intelligence, and harnessing the expertise of our member companies, we can foster a more inclusive, sustainable, and technologically advanced future.

## World Business Council for Sustainable Development (WBCSD)

- WBCSD is a global community comprising over 200 of the world’s leading sustainable businesses, led by CEOs who are dedicated to collaborative efforts aimed at accelerating the transformative changes required for a net-zero, nature-positive, and more equitable future.
- Our vision is to create a world where more than 9 billion people can live well while staying within planetary boundaries by 2050. We define “living well” as a state where the dignity and rights of all individuals are upheld, basic needs are met, and equal opportunities are available for everyone. As we work towards realizing this vision, WBCSD is committed to providing insights, inspiration, guidance, and support to its members in effectively implementing the UN Guiding Principles on Business and Human Rights (UNGPs).
- Respect for human rights is a pivotal focus for WBCSD’s [Business Commission to Tackle Inequality \(BCTI\)](#). Launched in 2021, this multi-stakeholder coalition of over 60 organizations and their leaders is dedicated to mobilizing the private sector to combat inequality and promote shared prosperity. In 2023, BCTI unveiled its [10-point action agenda](#) to drive greater levels of business awareness, investment, and action in proportion to the scale of the challenge posed by mounting levels of inequality globally. It places corporate respect for human rights at the heart of the agenda for action.
- In 2023, WBCSD Equity Action and Business for Inclusive Growth (B4IG) integrated their efforts. A primary objective of this joint platform is serve as the “implementation vehicle” of the BCTI Action Agenda – which includes heightening private sector commitment and action on Human Rights Due Diligence, with particular emphasis on Fair Recruitment and Grievance Mechanisms.
- Recent notable publications include the “[B4IG Operational-level Principles & Wording for Grievance Mechanisms in Supplier Codes of Conduct](#),” designed to assist companies in integrating grievance mechanisms into their Supplier Codes of Conduct. Additionally, the “[Fair Recruitment Toolkit for Employers & Service Providers](#)” aims to strengthen recruitment practices for migrant workers. The B4IG coalition also released a “[Human Rights Toolbox on Agency Workers and Service Providers](#),” a core tool to aid companies in enhancing their human rights and labor practices.
- In 2021, WBCSD partnered with UNICEF to provide business leaders with an [introduction to addressing child labor](#), outlining concrete steps that business leaders can take to ensure their companies actively contribute to the elimination of child labor in their operations and supply chains.
- In 2020, WBCSD established transparent [membership criteria](#), which require all member companies to publicly commit to the UNGPs. This involves having a policy in place to respect human rights and implementing a human rights due diligence process.
- WBCSD is actively advancing the human rights agenda within specific value chains through its industry pathways, with a focus on energy, food and agriculture, transportation and mobility, the built environment, and products and materials. For example, WBCSD’s Food and Agriculture pathway introduced a sector-specific “[Agribusiness Toolkit for Strengthening Human Rights Policy and Practice](#)” in 2020, complemented by an array of tools, guidelines, case studies, and training sessions. In 2022, our training series engaged over 200

member representatives, emphasizing key areas such as migrant workers, living incomes and wages, child labor, and gender-sensitive value chains.

- In 2019, we took a significant step to elevate the human rights agenda by releasing the “[CEO Guide to Human Rights](#)” and a “[Call to Action for Business Leadership on Human Rights](#),” signed by more than 50 CEOs of WBCSD member companies.

