



Member Meeting Agenda

DAY 1 TUESDAY, 24th MAY 2016

08:15 ARRIVALS AND REFRESHMENTS

08:30 WELCOME, INTRODUCTIONS AND ORIENTATION

09:00 SESSION ONE: SETTING HUMAN RIGHTS STRATEGY

This session will commence by providing participants with an opportunity to discuss as a group external drivers (including trends and emerging issues) that inform organisational behaviour, and to reflect on the way in which these drivers influence human rights strategies and efforts to embed respect for human rights within their organisations. This is a question to which participants will be encouraged to return throughout the meeting.

Participants will then explore diverse approaches to setting and operationalizing human rights strategy – including as regards: the formulation of objectives and priorities; the development and design of human rights strategies; and key considerations to ensure a strategy's effective operationalization. This discussion will provide an opportunity to hear in-depth about how three companies have approached human rights strategy setting.

10:30 BREAK

11:00 SESSION TWO: ENGAGING EFFECTIVELY WITH RIGHTS HOLDERS

Meeting their responsibility to respect human rights requires companies to focus on their impacts on people and communities – that is, on rights holders. Accordingly, the importance of effective engagement with rights holders is emphasised throughout the Pillars II and III of the UNGPs. Yet, despite this, rights holder engagement continues to be an area where some companies have flagged challenges and the need to learn and improve.

This session will provide participants with an opportunity to explore – through group discussion – engagement with diverse types of rights holder groups (such as indigenous peoples, product end-users and migrant workers). Participants will be encouraged to share the approaches, tools and methodologies that they use to engage rights holders, as well as strategies to establish trust, build strong relationships and enable ongoing and effective two-way communication.

12.30 LUNCH

13:30 **SESSION THREE: HUMAN RIGHTS DUE DILIGENCE CHALLENGES**
PART I: REFLECTIONS ON PAST CHALLENGES

One company will provide an update on a challenge shared in Geneva in November 2015, and reflect on the company's subsequent response to those challenges.

14:00 **SESSION THREE: HUMAN RIGHTS DUE DILIGENCE CHALLENGES**
PART II: RESPONDING TO REAL TIME CHALLENGES

The second part of this session will provide an opportunity for two companies to share a challenge that their organisation is grappling with, and to workshop these challenges in small groups to seek feedback from peers within the GBI community and to explore options for resolving or overcoming the dilemma.

Towards the conclusion of the session, participants will return to the meeting room, where both companies will share reflections from the small group discussions.

15:30 **SESSION FOUR: USING REPORTING FRAMEWORKS TO MANAGE AND COMMUNICATE**
ABOUT RESPECT FOR HUMAN RIGHTS

Focus on corporate human rights reporting and disclosure has increased significantly in recent years, resulting in a proliferation of reporting requirements, frameworks and guidelines, as well as new benchmarking initiatives. Whilst these developments may strengthen incentives for companies to continue to strengthen their reporting and disclosure practices, where emerging expectations do not align, they may also raise questions about what 'good' reporting looks like.

Accordingly, this session will commence with a brief overview of relevant reporting frameworks, and an opportunity to seek clarifications of emerging standards and expectations. Participants will then have an opportunity to explore how difference companies are responding to emerging reporting initiatives and approaches to human rights reporting. Participants will be encouraged to reflect on the ways in which emerging reporting requirements are influencing internal action and external communication on human rights, as well as opportunities for companies to engage in policy dialogues to strengthen reporting initiatives (including, for example, by promoting alignment and practicability of expectations, and offering views as to the types of requirements likely to drive good outcomes for rights-holders).

17:00 **GBI INITIATIVE UPDATES AND PLANNING**

18:00 **CLOSE**

18:30 **DINNER**

DAY 2 WEDNESDAY, 25th MAY 2016

08:45 ARRIVALS AND REFRESHMENTS

09:00 SESSION FIVE: EXPLORING DIRECT LINKAGE AND LEVERAGE PART I: INTEGRATING AND BUILDING CAPABILITY ON DIRECT LINKAGE

Part I of this session will commence with a brief recap from the GBI Secretariat on the progress of, and foundational thinking being developed for, the Deep Dive on Direct Linkage and Leverage that GBI is currently undertaking. Each part of this session will contribute to progressing this project, by deepening participants' exploration of direct linkage and leverage.

Participants will then explore diverse approaches to integrating direct linkage into core policies and processes, and to building internal capability to identify and manage the risk of involvement in adverse impacts through direct linkage.

10:00 SESSION FIVE: EXPLORING DIRECT LINKAGE AND LEVERAGE PART II: RESPONDING TO SITUATIONS OF DIRECT LINKAGE

Participants will break into smaller groups to explore, through diverse real-life scenarios, how direct linkage can inform the way in which a company assesses, responds to and communicates about its involvement in human rights impacts (focusing on the role of leverage as part of that response). Participants will also be encouraged to reflect on the other considerations – such as stakeholder expectations and crisis management realities – that may inform how a company responds to situations of direct linkage, as well as ways in which to strengthen a company's ability to respond effectively to these complex and challenging situations.

13:00 LUNCH

14:00 SESSION SIX: ADDRESSING FORCED LABOUR AND HUMAN TRAFFICKING

The human rights impact of forced labour and human trafficking have developed a very high profile in recent years, with increased focus on the roles of States and business enterprises, new regulatory initiatives (including non-financial reporting requirements) and strengthened engagement by investors, consumers and civil society organisations. These developments present multi-faceted challenges for companies – including the need both to ensure compliance with emerging regulatory requirements and to manage effectively adverse impacts across their value chains – in circumstances where the human rights impacts and their chains of causation are highly complex, transnational and inextricably linked to systemic legal, economic, social, cultural and other issues.

This session will provide participants with opportunities to share their experience seeking to address forced labour and human trafficking within their businesses, industries and value chains, and to reflect on the strategies that are most effective (and those that are not). Discussion in this session will seek to build on reflections shared in earlier sessions, including in particular those sessions that addressed efforts to operationalise human rights strategies, human rights reporting, respond to situations of direct linkage and

exercise leverage. During this session, participants will be encouraged to share human trafficking statements they have prepared or are developing.

15:30 BREAK

16:00 BUSINESS AND HUMAN RIGHTS IN SOUTH AFRICA: LOCAL INSIGHTS

During this session, the GBI Secretariat will provide a brief overview of the business and human rights context in South Africa, ahead of the Business Leaders' Dialogue that will take place on Thursday, 26th May 2016.

Participants will be provided with an opportunity to learn more about the South African context, with particular focus on insights into business and human rights-related dynamics and challenges.

17:00 ACTIONS AND CLOSE

18:30 DINNER