

BUSINESS ROUNDTABLE

Roundtable for ASEAN Business Leaders: *Implementing Corporate Respect for Human Rights*

10 November 2011, Kuala Lumpur, Malaysia



ASEAN
FOUNDATION



THE GLOBAL BUSINESS
INITIATIVE
ON HUMAN RIGHTS



bcsr malaysia



Global Compact Network
Malaysia



Regional Support Center
Asia-Pacific

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WELCOME

Dear Colleagues

It gives us great pleasure to welcome you to this business roundtable, focused on Implementing Corporate Respect for Human Rights. As indicated by the enclosed materials, the meeting today will address a fast emerging, and important, area of corporate responsibility.

It is increasingly clear, in global and local contexts, that human rights are the concern of investors, CEOs, risk managers, legal professionals functional directors, operational leaders and employees. Businesses around the world impact human rights in one way or another – sometimes in a positive fashion and sometimes in an unsustainable way. We hope that the roundtable meeting begins to help you and your business make the link between your strategies and operations.

The enclosed materials provide more detail about the session and the wider business and human rights agenda. As well as the agenda and key tools and resources, you will receive biographies of key speakers that we are privileged to have with us in Kuala Lumpur.

The event is purposefully designed as a forum for business leaders, in order that frank, safe, practical and challenging conversation can take place. Therefore, we look forward to some interesting and substantive discussions. Some questions for you to consider include:

- What questions, concerns or difficulties do you find in linking human rights to responsible business practices in the ASEAN region and other countries where you operate?
- Is the business case for including respect for rights in your corporate strategy and culture clear or not?
- What are the ways in which your company impacts the rights of various stakeholders (workers, communities, consumers, suppliers)?
- Are there situations when respecting rights becomes difficult due to cultural and legal norms? Does this ever present a dilemma to your company?
- What is needed to further the understanding and practice of corporate respect for rights in a way that is business-friendly, practical and useful to your company?

We would particularly like to thank Sime Darby for hosting this event, and to acknowledge the work of Sumi Dhanarajan and Vanessa Zimmerman for their invaluable contributions.

We welcome you to the start of a journey around this important agenda.

Sincerely,

The Roundtable Conveners



QUOTES FROM PREVIOUS ROUNDTABLES AND EVENTS IN THIS SERIES

“If we can ensure that there is leadership in the business community; that there is a sense that this matters in every country: in North America, in Europe, in Latin America, in Africa, in the Middle East, in Asia ... and that we have a common language, that will be so important for the agenda of human rights. It is an agenda that has been far too politicised and in many ways the business community and the mandate of John Ruggie can depoliticise the agenda and make it very clear that there are responsibilities.”

Mary Robinson, President, The Mary Robinson Foundation - Climate Justice

Former UN High Commissioner for Human Rights and former President of Ireland,
speaking at the Leaders Breakfast, New York, June 2010

“Human rights have everything to do with business ... we need to step up as companies and not be afraid to openly discuss this issue. Human rights, which have been spelt out in the internationally recognized Universal Declaration of Human Rights are the basic rights and freedoms to which all humans are entitled. With the ever-expanding role of the private sector in today’s world, we have a profound responsibility to uphold and ensure basic human rights.”

Mr. Youssef Mansour, Chairman and CEO, Mansour Group, Egypt

Speaking at the Cairo Roundtable, December 2010

“At its heart, business and human rights is about a way of thinking, but that way of thinking has to be translated into management systems if it is going to have effect. De-mystifying human rights, making it clear that human rights are about simple things, continues to be a challenge.”

**Professor John Ruggie, Former Special Representative to the United Nations
Secretary-General on business and human rights**

Speaking at the Leaders Breakfast, New York, June 2010

“There are critical discussions to be had about competitiveness whilst upholding human rights which forces the need for a permanent constructive dialogue with all employees, in all sectors and with all stakeholders. There has been increased pressure generated by power of globalisation.”

Francisco Santos, Former Vice-President of the Republic of Colombia

Speaking in his capacity as Vice-President at the Colombia Roundtable, Bogota, May 2010

“We really need to standardize guidelines, and I need to speak the same language with my clients in Guatemala, Panama, Peru, Europe, the United States, Canada, China, India, where my clients are based. I need to speak the same language with our stakeholders, with NGOs, with unions and with governments.”

**Alex Guaqueta, Lecturer at the School of International Studies, Flinders University and Representative,
UN Working Group on Business and Human Rights**

Speaking in her capacity as (Former) Head of Social Standards and International Engagement
Correjón Coal Company at the Leaders Breakfast, New York June 2010

“The challenge for all of us is to work to a higher set of principles, to understand we will never be perfect, but to understand what we can do when we find we have made mistakes in order to correct and remedy those situations and reduce the likelihood of them recurring”

Bob Corcoran, Vice President Corporate Citizenship, GE and President of the GE Foundation

Speaking at the Latin America Roundtable, Brazil, March 2011

“Respect and dignity sit beneath every single human rights convention that exists. These are words that exist in every language, in every culture. They are the bedrock of human rights, and human rights are only the social codification of these things. We need a universal framework for this. We need a global code. We need global coherence. We need a level playing field.”

John Morrison, Executive Director, Institute for Human Rights and Business

Speaking at the Cairo Roundtable, December 2010

“Large companies invest tremendous resources where they operate and that presence affects the community. Whether one looks at it from the perspective of pure social responsibility or as safeguarding an investment, corporations have an interest in building good and sustainable relationships with their workers and surrounding communities.”

Heloisa Covolán, Corporate Responsibility Director, Itaipu Binacional

Speaking at the Latin America Roundtable, Brazil, March 2011

“We were focussed on philanthropy. Shortly after we realised that it was the core business that needed our attention. Human rights lie in every part of our business. Everything we do has a human rights dimension”

Dr. Dalia Abdel Kader, Head of Marketing and Communications, Arab Africa International Bank

Speaking at the Egyptian Roundtable, December 2010

“The issues that we face as we do business, that have been alluded to; issues like child labor, poverty, labor laws, cannot simply be solved alone. Part of our responsibility is to be part of these solutions.”

Paul Polman, CEO, Unilever

Speaking at the Leaders Breakfast, New York, June 2010

“Human rights concerns affect entire communities. Modern communications including new technologies and variances of social networking are forcing a reconsideration of traditional corporate communication tools and strategies. Traditional corporate outreach to NGOs and to communities are no longer sufficient to properly address stakeholder concerns.”

Jorge Daniel Taillant, Strategic Advisor, Centre for Human Rights and Environment

Speaking at the Latin America Roundtable, Brazil, March 2011

"It is not an "either-or-discussion": Human rights impact assessments and reporting are just as important as supporting the development agenda. Both are critical. The moral compass must exist. The respect and implementation of business responsibility to respect human rights must be in place before a corporation should think about becoming a partner in development efforts. "Getting it right" in this context will mean taking a position for human rights and addressing corporate due diligence."

His Excellency Secretary of State Martin Dahinden
Director General Swiss Agency for Development and Cooperation
Speaking at the Leaders Breakfast, New York, June 2010

"To see this journey through to its logical end, where businesses recognise themselves as an integral part of the continuum of Society, then respect must exist for people both as individuals and in collectives deserving of dignity and equity. This concept is not alien to Asian society - and the human rights discussion should remind us of who we are."

Puvan Selvanathan, Sustainability Advisor, Sime Darby Group, Malaysia and Representative, UN Working Group on Business and Human Rights
Speaking at the Delhi Roundtable, December 2010

"Business and Human Rights are inseparable and must be understood in the right perspective. With business comes the element of varied abuse of human rights, although they may appear quite incongruous and in most cases the abuses are committed due to inadequate knowledge. However, it is because of a lack of understanding as to the constituents of basic human rights, when it comes to doing business and in profit making."

Rajiv Williams, Head of Corporate Social Responsibility, JSL Stainless Limited, India
Speaking at the Delhi Roundtable, December 2009

"A key aspect of responsible investment is being aware of the other people. An investment of an extractive company for instance will impact the interest of the citizens. In making investments, companies should be responsible and aware of the negative and positive effects they may have on others".

Jose Rafael Unda, President's Advisor on Mining, Infrastructure and Oil
Speaking at the Bogota Roundtable, Bogota, May 2010

"Business can not leave the issues of right to health, right to education, right to development and rights fundamental to democracy for its communities or government alone. The absence of these rights creates voids, weakens the foundation of business and makes it unsustainable. Business has to take a proactive role in ensuring and facilitating the access to these rights. This is no longer a choice but a business imperative."

Dinesh Agrawal, Head of Corporate Responsibility, National Thermal Power Corporation, India
Speaking at the Delhi Roundtable, December 2009

Full reports available at: www.global-business-initiative.org

ROUNDTABLE OBJECTIVES

- **Demystifying the agenda** - to clarify the link between human rights and business
- **Building the business case** - to discuss the business case for using human rights as a way to understand and implement corporate responsibilities
- **Exchanging experiences** - to exchange good practices, dilemmas and challenges for corporations (in ASEAN and around the world) in implementing the corporate responsibility to respect human rights in their operations
- **Identifying value-addition** - to identify the possible contribution of the ASEAN business community to the human rights and business agenda, and vice-versa
- **Developing ways forward** - to brainstorm a road-map for exploring human rights and business in ASEAN

AGENDA

0830 ARRIVALS, REGISTRATION AND REFRESHMENTS

0900 WELCOME FROM EVENT PARTNERS

- Puvan Selvanathan, Sustainability Advisor, Sime Darby Group and Asia Representative, UN Working Group on Business and Human Rights
- Dr Makarim Wibisono, Executive Director, ASEAN Foundation
- Mr Andrew Bryan Perera, Constitutional/Legal Advisor, Global Compact Network Malaysia
- Mark Hodge, Director, Global Business Initiative on Human Rights

0920 SESSION ONE: SENIOR LEADERS PANEL

The first panel of the event will provide a chance to hear reactions from senior leaders to the latest international policy developments and related expectations on business.

- Puvan Selvanathan, Sustainability Advisor, Sime Darby Group and Asia Representative, UN Working Group on Business and Human Rights
- Melissa Kwee, Chairperson, Millenia Hotel Private Limited
- Ed Potter, Director, Global Workplace Rights, The Coca-Cola Company
- Manny Rubio, President and CEO, SN Aboitz Power
- Noke Kiroyan, Managing Partner, Kiroyan Partners, former President and Director of Newmont Pacific Nusantara

Moderator: Mark Hodge, Director, Global Business Initiative on Human Rights

1100 BREAK

1115

SESSION TWO: LINKING HUMAN RIGHTS AND BUSINESS

The second session will address the following questions: What is distinct about human rights in a business context? What are the business cases for respecting human rights? Is the language of human rights a help or a hindrance when engaging with stakeholders? How can human rights inform sustainability challenges facing business such as climate change, water scarcity, conflict and migration?

- Bernard Claude, Chairman of the Ethics Committee, Total S.A.
- Vanessa Zimmerman, Principal Advisor (Human Rights), Rio Tinto
- Bill Anderson, Head of Environmental and Social Affairs Asia Pacific, Adidas Group
- Maria Angert Poirson, International Social Responsibility Manager, Vale S/A
- Mark Nordstrom, Senior Labour and Employment Counsel, General Electric Company
- John Morrison, Executive Director, Institute for Human Rights and Business

Moderator: Alex Guaqueta, Latin America Representative, UN Working Group on Business and Human Rights and Lecturer at the School of International Studies, Flinders University

1245

LUNCH

1330

SESSION THREE: COMMON THEMES IN THE ASEAN CONTEXT

The session will provide an overview of key human rights challenges faced by ASEAN business leaders from the perspective of academics and human rights organizations

- Rafendi Djamin, Chairperson and Indonesian Representative, ASEAN Intergovernmental Commission on Human Rights
- Loretta Ann Rosales, Chairperson, Philippines Human Rights Commission
- Salil Tripathi, Director of Policy, Institute for Human Rights and Business
- Gregory Regaignon, Research Director, Business and Human Rights Resource Centre

Moderator: Marina Mahatir

1445

SESSION FOUR: BUSINESS CHALLENGES AND GOOD PRACTICES

Participants will have an opportunity to select from a range of thematic sessions for a focused discussion with fellow business representatives: respecting and realizing core labour standards; community consultation and land acquisition; respecting and realizing the right to health; operating in sensitive areas; basic services and human rights (water, energy and telecommunications)

GROUP ONE: LABOUR RIGHTS, PRECARIOUS WORK AND VULNERABLE GROUPS

Moderator: Rachel Wilshaw, Oxfam GB

Leading discussion: Andy Li, Senior Director Talent Acquisition Asia, Flextronics; Irene Fernandez, Director, Tenaganita; Bill Anderson, Head of Environmental and Social Affairs Asia Pacific, Adidas Group; Tuomo Poutiainen, Programme Manager, ILO-IPEC Thailand

GROUP TWO: COMMUNITY CONSULTATION AND LAND ACQUISITION

Moderator: Rikke Netterstrom, Executive Director, CSR Asia

Leading discussion: Mike Hosillos, Vice President for Corporate Services of SN Aboitiz Power, Philippines; Darrell Webber, Executive Director, RSPO; Cynthia Morel, Associate Fellow, Singapore Management University

GROUP THREE: HUMAN RIGHTS : HEALTH, WATER AND ENERGY

Moderator: Sune Skadegaard Thorsen, Founder, Global CSR

Leading discussion: Susanne Stormer, Vice President of TBL Management, Novo Anders Nordstrom, Group Sustainability Advisor, ABB; Mark Nordstrom, Senior Labour and Employment Counsel, General Electric Company; Nordisk S/A; Fabio Landazabal, Asia Pacific Area Director, GlaxoSmithKline Pte Ltd

GROUP FOUR: OPERATING IN SENSITIVE AREAS

Moderator: Vanessa Zimmerman, Principal Advisor (Human Rights), Rio Tinto

Leading discussion: Salil Tripathi, Director of Policy, Institute for Human Rights and Business; Tam Robert Nguyen, Manager, Corporate Responsibility, Global Issues and Policy, Chevron Corporation; Kristina Ramlan, Sustainability Reporting, Petronas

1615

BREAK

1645

SESSION FIVE: RESPECT FOR HUMAN RIGHTS IN PRACTICE

Moderator: Mark Hodge, Director, Global Business Initiative on Human Rights

The focus of this session will be on hearing some examples from companies who have approached the issue of incorporating respect for human rights through corporate policies and processes and the challenges and opportunities they faced in practice. International Business and Human Rights experts will moderate each session.

GROUP ONE

Facilitator: Andrew WK Chan, Senior Executive Director, Sustainability & Climate Change, PWC

Presentations from: Ron Popper, Director of Corporate Responsibility, ABB; Mark Wong, Head of Sustainability Reporting Unit, Sime Darby; Bert Fokkema, Issue Manager, Shell

GROUP TWO

Facilitator: Vanessa Zimmerman, Principal Advisor (Human Rights), Rio Tinto

Presentations from: Ed Potter, Director, Global Workplace Rights, The Coca-Cola Company; Shane Lucas, Head of Sustainable Development, ANZ; Rajiv Williams, Corporate Head – CSR, JSL Stainless Limited

GROUP THREE

Facilitator: Kathryn Dovey, Director, Global Business Initiative on Human Rights

Presentations from: Kelli Schlegel, Human Rights & Global Citizenship Program Manager, Office of General Counsel, Ethics & Compliance Office, HP; Ernest Wong,

Manager, Office of General Counsel, Ethics & Compliance Office, HP; Ernest Wong, APJ Supply Chain SER Program Manager, HP; Tam Robert Nguyen, Manager, Corporate Responsibility, Global Issues and Policy, Chevron Corporation and Thomas Wise, Senior Counsel – Upstream, Chevron Corporation

GROUP FOUR

Facilitator: Sune Skadegaard Thorsen, Founder, Global CSR

Presentations from: Ines Andrade, Coordinator Social Standards, Cerrejón; Tony Khaw Siang, Director of Corporate Social and Environmental Responsibility, Flextronics; Mark Nordstrom, Senior Labour and Employment Counsel, General Electric Company

1815

SESSION SIX: REFLECTIONS AND OPPORTUNITIES FOR ENGAGEMENT

Moderator: Mark Hodge, Director, Global Business Initiative on Human Rights

A number of existing and new initiatives and research projects will be presented, including resources available to business and engagement opportunities.

Reflections from:

- Puvan Selvanathan, Sustainability Advisor, Sime Darby Group and Asia Representative, UN Working Group on Business and Human Rights
- Alex Guaqueta, Latin America Representative, UN Working Group on Business and Human Rights and Lecturer at the School of International Studies, Flinders University

1845

CLOSE

**SUMMARY DOCUMENT OF THE GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS
PREPARED BY THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS FOR THE BUSINESS ROUNDTABLE, KUALA LUMPUR NOVEMBER 2011**

The Guiding Principles on Business and Human Rights were published on 24 March 2011. They seek to provide for the first time an authoritative global standard for preventing and addressing the risk of adverse human rights impacts linked to business activity. The UN Human Rights Council formally endorsed the text at its June 2011 session. The Guiding Principles are the product of six years of research and extensive consultations, led by the Secretary-General's Special Representative for Business and Human Rights, Harvard Professor John Ruggie, involving governments, companies, business associations, civil society, affected individuals and groups, investors and others around the world.

The principles are organized under the UN Framework's three pillars:

- The **State Duty to Protect** Human Rights
- The **Corporate Responsibility to Respect** Human Rights
- The need for greater **Access to Remedy** for victims of business-related abuse.

What follows is a listing of the Guiding Principles relating to the Corporate Responsibility to Respect. This summary document has been prepared for the purposes of the GBI Business Roundtable only.

CORPORATE RESPONSIBILITY TO RESPECT HUMAN RIGHTS		
Number	Summary title	Text of the principle
11	Definition of the corporate responsibility to respect human rights	Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.
12	What is meant by human rights in this context	The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
13	Distinction between causing or contributing to human rights impacts and those impacts linked to operations, products or services	The responsibility to respect human rights requires that business enterprises: <ul style="list-style-type: none"> (a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

14	Scope of the responsibility to respect –applies to all businesses	The responsibility of business enterprises to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure. Nevertheless, the scale and complexity of the means through which enterprises meet that responsibility may vary according to these factors and with the severity of the enterprise’s adverse human rights impacts.
15	Three policies and processes businesses should have in place	<p>In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including:</p> <ul style="list-style-type: none"> (a) A policy commitment to meet their responsibility to respect human rights; (b) A human rights due-diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights; (c) Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.
16	Policy commitment to respect human rights	<p>As the basis for embedding their responsibility to respect human rights, business enterprises should express their commitment to meet this responsibility through a statement of policy that:</p> <ul style="list-style-type: none"> (a) Is approved at the most senior level of the business enterprise; (b) Is informed by relevant internal and/or external expertise; (c) Stipulates the enterprise’s human rights expectations of personnel, business partners and other parties directly linked to its operations, products or services; (c) Is publicly available and communicated internally and externally to all personnel, business partners and other relevant parties; (e) Is reflected in operational policies and procedures necessary to embed it throughout the business enterprise.
17	Definition of human rights due diligence	<p>In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence. The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed. Human rights due diligence:</p> <ul style="list-style-type: none"> (a) Should cover adverse human rights impacts that the business enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships; (b) Will vary in complexity with the size of the business enterprise, the risk of severe human rights impacts, and the nature and context of its operations; (c) Should be ongoing, recognizing that the human rights risks may change over time as the business enterprise’s operations and operating context evolve.

<p>18</p>	<p>Identifying and assessing actual or potential human rights impacts</p>	<p>In order to gauge human rights risks, business enterprises should identify and assess any actual or potential adverse human rights impacts with which they may be involved either through their own activities or as a result of their business relationships. This process should:</p> <ul style="list-style-type: none"> (a) Draw on internal and/or independent external human rights expertise; (b) Involve meaningful consultation with potentially affected groups and other relevant stakeholders, as appropriate to the size of the business enterprise and the nature and context of the operation.
<p>19</p>	<p>Integrating findings and taking appropriate action</p>	<p>In order to prevent and mitigate adverse human rights impacts, business enterprises should integrate the findings from their impact assessments across relevant internal functions and processes, and take appropriate action.</p> <ul style="list-style-type: none"> (a) Effective integration requires that: <ul style="list-style-type: none"> (i) Responsibility for addressing such impacts is assigned to the appropriate level and function within the business enterprise; (ii) Internal decision-making, budget allocations and oversight processes enable effective responses to such impacts. (b) Appropriate action will vary according to: <ul style="list-style-type: none"> (i) Whether the business enterprise causes or contributes to an adverse impact, or whether it is involved solely because the impact is directly linked to its operations, products or services by a business relationship; (ii) The extent of its leverage in addressing the adverse impact.
<p>20</p>	<p>Tracking the effectiveness of the response towards adverse human rights impacts</p>	<p>In order to verify whether adverse human rights impacts are being addressed, business enterprises should track the effectiveness of their response. Tracking should:</p> <ul style="list-style-type: none"> (a) Be based on appropriate qualitative and quantitative indicators; (b) Draw on feedback from both internal and external sources, including affected stakeholders.
<p>21</p>	<p>Accounting for how human rights impacts are being addressed (communication)</p>	<p>In order to account for how they address their human rights impacts, business enterprises should be prepared to communicate this externally, particularly when concerns are raised by or on behalf of affected stakeholders. Business enterprises whose operations or operating contexts pose risks of severe human rights impacts should report formally on how they address them. In all instances, communications should:</p> <ul style="list-style-type: none"> (a) Be of a form and frequency that reflect an enterprise’s human rights impacts and that are accessible to its intended audiences; (b) Provide information that is sufficient to evaluate the adequacy of an enterprise’s response to the particular human rights impact involved; (c) In turn not pose risks to affected stakeholders, personnel or to legitimate requirements of commercial confidentiality.

22	Remediation	Where business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate processes.
23	Issues of context	<p>In all contexts, business enterprises should:</p> <ul style="list-style-type: none"> (a) Comply with all applicable laws and respect internationally recognized human rights, wherever they operate; (b) Seek ways to honour the principles of internationally recognized human rights when faced with conflicting requirements; (c) Treat the risk of causing or contributing to gross human rights abuses as a legal compliance issue wherever they operate.
24	Prioritising actions	Where it is necessary to prioritize actions to address actual and potential adverse human rights impacts, business enterprises should first seek to prevent and mitigate those that are most severe or where delayed response would make them irreparable.

BUSINESS AND HUMAN RIGHTS

SHORT INTRODUCTION

Overview

KEY MESSAGES

- Human rights are central to your business and are not a philanthropic or reputational add-on
- Human rights are an opportunity as well as a responsibility
- The business case can relate to any right, any business sector and any global location
- The business case is also relevant to Small and Medium sized Enterprises and State-Owned Enterprises

BENEFITS

- Gain a basic understanding of human rights and how they relate to business
- Understand how other companies have integrated human rights into their business management systems
- Help you to understand how to build a business case for your own company
- Identify ways to communicate your business case for human rights internally and externally

Why Business and Human Rights?

One of the most challenging areas of corporate responsibility for companies to address is human rights and there is a clear need for more tools and guidance. Companies are becoming increasingly aware of the contribution they can make to the advancement of human rights and of the benefits such an approach can have for their business. Human rights continue to be primarily a responsibility of governments, but it is now widely acknowledged that companies can do a great deal to respect and support human rights. Being proactive on human rights makes good business sense, as well as being the right thing to do.

There are compelling reasons why businesses should include human rights in their strategies, policies, practices and procedures. Businesses increasingly need a stable international environment in which to operate, with sustainable markets and a “level playing field” of opportunities. Human rights offer a common framework for companies to understand societies’ expectations and deliver value to stakeholders in a more sustainable way. In a business context, advancing human rights is as much about realising new opportunities and managing risk as it is about meeting essential global standards.

The debate about the nature and scope of companies’ human rights responsibilities is a relatively recent one, as is the idea of applying human rights to business decisions and operations. For companies, human rights provide a universal benchmark for essential standards of behaviour. Many national laws and regulations have evolved as a result of a state’s obligation to implement human rights standards. Companies must, of course, observe such laws in all countries and jurisdictions in which they operate, but many business leaders now look beyond the

essential or expected actions of their companies on a local level, striving instead to ensure best possible practice consistently on a global basis.

ROUGH GUIDE TO INTEGRATION

STEP 1: Understand what human rights are

Human rights are the basic rights of each human being, independent of race, sex, religion, political opinion, social status, or any other characteristic. Through international human rights conventions, governments commit to respect, protect, promote and fulfil the human rights of their citizens. A list of the human rights contained in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights – the three fundamental United Nations agreements on human rights – is included in the Resources section of the Guide. Businesses should also be aware of the core conventions of the International Labour Organization (ILO). In addition, a specific body of law applies in situations of armed conflicts: international humanitarian law.

STEP 2: Understand how human rights relate to business

Government's Duty to Respect, Protect, Promote and Fulfil Human Rights- These terms are used in connection with state obligations in accordance with the human rights instruments they have committed to. As an overview promote is about ensuring awareness of the right; , respect means to not violate a right; protect means to ensure that others (e.g. companies, individuals, etc.) do not violate a right; and fulfil means to actually implement the right, for example by providing healthcare facilities to fulfil the right to health.

Corporate Responsibility to Respect - There is now a recognised responsibility to respect human rights which applies to business actors. Governments unanimously affirmed the existence of this responsibility at the United Nations in 2008 and the UN Human Rights Council unanimously endorsed the UN SRSG Professor John Ruggie's Guiding Principles in 2011. The responsibility to respect essentially means not to infringe upon the rights of others and to address adverse impacts when they occur. Companies can take steps to meet their responsibility to respect human rights by carrying out human rights due diligence. Additionally, companies should have in place a statement or **policy** articulating the company's commitment to respect human rights.

Human Rights due diligence is currently defined as having four components:

1. **Assessing** actual or potential adverse human rights impacts on an ongoing basis, drawing on internal or external expert resources; involving meaningful engagement with relevant stakeholders as appropriate to the size of the business enterprise and the nature and context of its activities.
2. **Integrating** the findings from these assessments across internal functions and processes to enable appropriate action, including by clarifying internal accountabilities and aligning personnel incentive structures.
3. **Tracking** performance to know whether human rights risks are being effectively addressed, based on appropriate qualitative and quantitative metrics, drawing on feed- back from both internal and external stakeholders, and supporting continuous improvement processes.
4. **Communicating** performance on human rights in response to stakeholder concerns, including reporting

formally as appropriate, taking into account any risks posed to stakeholders themselves, company personnel or to the legitimate requirements of commercial confidentiality.

Additionally, company-level grievance mechanisms are an important part of human rights due diligence in that they assist in identifying risks at an early stage and they can help provide a remedy for potential victims.

STEP 3: Identify the risks, responsibilities and opportunities for your sector

Risk Management - *There are many types of business risk – ranging from operational and project risk in specific locations, financial risk, reputational risk associated with perceptions of the business and its brand, legal risk and maintaining the social license to operate.*

How Risk is Managed - *Risk management should be managed to meet the expectations of rights-holders (workers, customers and local communities) and other key stakeholders (such as business partners and investors). Business risks are heightened in parts of the world where governments are unwilling or unable to perform their normal role of protecting the rights of all their people. The responsibility of a business to respect human rights requires that business undertakes due diligence to understand its risks and impacts and respond to them.*

Responsibility – *Companies have a responsibility to respect human rights*

Opportunity - *Human rights within a company are first and foremost a responsibility, but proactive responses can also represent an opportunity for business.*

STEP 4: Build the business case for your company

When building a business case for human rights within your own company, you might like to consider the following factors, some of which will be relevant to your business:

Meeting Expectations of Buyers or Customers - Few companies can prosper whilst knowingly abusing human rights. Customers expect companies to respect human rights and avoid involvement in any such abuses. Increasingly, such stakeholders expect not just minimum compliance but evidence of positive behaviour.

Reputational Risk Management - Mismanagement of human rights issues can tarnish a reputation for many years and harm business operations. Reputational damage can make it harder to attract customers, secure the necessary investment for growth, attract and retain the best and most committed employees or enter into business partnerships.

Operational Risk– Social Licence to Operate - It is hard for any business to operate against the will of a local population. While the permission of a national government is needed to trade, local authority permission or community approval is also necessary even if not a legal requirement. For example, a mine that pollutes a local environment or exploits a local workforce will soon provoke anger and resentment within the local community. A social licence to operate is not a written document, but without it a company may face anything from demonstrations outside its gates to a material loss in trade.

Legal and Financial Risk - Although human rights law and its relationship to business is still evolving, it is increasingly used in both criminal cases (against companies as well as individual employees) and civil cases (such as compensation claims from workers or customers). The risk of being found guilty of not respecting human rights or being complicit in an abuse perpetrated by others is now a reality in many parts of the world.

Pressure from Government - National governments can play a key role in encouraging businesses to act on human rights. An increasing number of countries around the world have launched national initiatives on corporate responsibility to encourage excellence among their own industries and through this encourage responsible overseas investment. Companies not respecting human rights can have a negative effect upon both home and host country reputation and can undermine their ability to trade freely.

Pressure from Investors - Many institutional investors now actively screen for allegations of human rights abuses by a company they are considering for investment. This is also the case for the major public lending institutions and the major private banks.

Staff Retention and Motivation - The best companies attract and retain the best employees, and good employees contribute to success. A relationship built on respect for human rights is likely to be more sustainable and productive for both employer and employee.

Leadership - Ethical leadership is a key element of sustainable success in business. A corporate governance framework which takes account of human rights sets the tone for business behaviour, contributes to the success of the company and helps meet stakeholder expectations.

Staff Retention and Motivation - The best companies attract and keep the best employees, and good employees contribute to success. A relationship built on respect for human dignity is likely to be more sustainable and productive for both employer and employee.

Leadership - Ethical leadership is a key element of sustainable success in business. A corporate governance framework which takes account of human rights sets the tone for business behaviour, contributes to the success of the company and helps meet stakeholder expectations.

STEP 5: Get executive commitment and engage colleagues

One of the potentially most challenging aspects of communicating a business case internally is ensuring the necessary buy-in of colleagues in favour of such an approach. It will be essential to engage with a variety of colleagues, senior management and the company CEO at the appropriate time with regards to the business case for human rights. There are now several training programmes that exist which present human rights to a business audience in a succinct manner.

Excerpt from “THE GUIDE TO INTEGRATING HUMAN RIGHTS INTO BUSINESS MANAGEMENT

<http://www.integrating-humanrights.org>

For further guidance please refer to the tools section of this pack.

TOOLS AND RESOURCES FOR INTEGRATING HUMAN RIGHTS INTO BUSINESS

THE BUSINESS AND HUMAN RIGHTS RESOURCE CENTRE



The Business & Human Rights Resource Centre (BHRRC) at www.business-humanrights.org has become the world's leading independent resource on the subject. The BHRRC website is updated hourly with news and reports about companies' human rights impacts worldwide – positive and negative. BHRRC seeks responses from companies to allegations of misconduct, thus ensuring coverage is balanced and encouraging companies to address concerns raised by civil society. The Resource Centre is an independent non-profit.

The website covers over 5000 companies, over 180 countries. It receives over 1.5 million hits per month. Topics include discrimination, environment, poverty & development, labour, access to medicines, health & safety, security, trade. BHRRC has offices in the UK and USA and regional researchers based in India, Senegal, South Africa and Ukraine (soon also in Hong Kong). It plans to recruit researchers in Latin America and the Middle East in the coming years.

The purpose of the centre is to

- To encourage companies to respect human rights, avoid harm to people, & maximise their positive contribution
- To provide easy, one-stop access to information for companies, non-governmental organizations (NGOs) and others, whether they are experienced or new to the subject
- To facilitate constructive, informed decision-making and public discussion

The website links to a wide range of materials published by: NGOs; companies & business organisations; UN, ILO & other intergovernmental organisations; governments & courts; policy experts & academics; social investment analysts; journalists; etc. It contains materials in English, Spanish and French, and a few in Portuguese and German.

The Resource Centre hosts a portal for John Ruggie, UN Special Representative on Business & Human Rights. The portal was set up at his request to facilitate communication and sharing of materials related to his mandate.

GENERAL TOOLS FOR GETTING STARTED AND TRAINING

BHRRC has two useful portals with information on getting started on business and human rights and listing tools and training resources available. Both can be accessed from the home page of the Resource Centre's website www.business-humanrights.org

Getting Started

This section provides an introduction to the field of business & human rights, and to the Resource Centre's website. It includes a brief introduction to business and human rights, reports to assist appreciation of the issues, current state of play and business case, an introduction to specific issues (e.g. security and conflict, dalit discrimination), and for specific areas of interest (e.g. labour rights, environment), and commentaries experts on the work of the BHRRC.

Tools & Guidance Portal

Tools & Guidance Portal

The Tools and Guidance portal of the BHRRC provides information on general guidance on human rights for businesses as well as specific guidance by issues and sector. It looks at the various principles and standards that can apply to business (), and gives examples of company policies. The portal also provides links to impact assessments, training and reporting resources.

The following pages provide greater detail on some of the resources available through the Resource Centre and other key sources.

REPORTS TO GET STARTED

The Getting Started portal on the BHRRC website provides links to key reports, speeches and guidebooks on business and human rights including. Some resources to get started include:

1. THE GUIDING PRINCIPLES FOR IMPLEMENTATION OF THE UNITED NATIONS 'PROTECT, RESPECT AND REMEDY FRAMEWORK'

<http://www.business-humanrights.org/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

See also:

- The UN "Protect, Respect and Remedy" Framework for Business and Human Rights

<http://www.reports-and-materials.org/Ruggie-protect-respect-remedy-framework.pdf>

- Business and Human Rights: Towards Operationalizing The Protect, Respect And Remedy Framework (also available in Spanish and French)

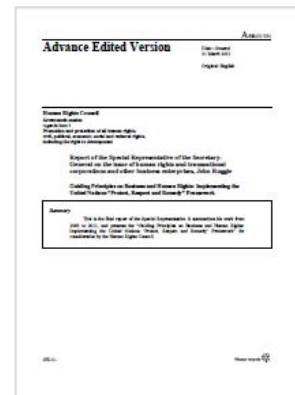
<http://www2.ohchr.org/english/bodies/hrcouncil/docs/11session/A.HRC.11.13.pdf>

- Addendum to 2008 Ruggie report, surveying scope and patterns of alleged corporate-related human rights abuse

<http://www.reports-and-materials.org/Ruggie-2-addendum-23-May-2008.pdf>

- John Ruggie's reports to UN Human Rights Council

<http://www.business-humanrights.org/SpecialRepPortal/Home/ReportstoUNHumanRightsCouncil>



2. HUMAN RIGHTS: A GLOBAL PERSPECTIVE

Mary Robinson, former UN High Commissioner for Human Rights & President of Ireland, Director of Realizing Rights, remarks to UN Global Compact U.S. Network Meeting, 28 Apr 2008

http://www.realizingrights.org/index.php?option=com_content&task=view&id=325&Itemid=134

3. BUSINESS, HUMAN RIGHTS AND ACCOUNTABILITY

Nicholas Howen, Secretary-General, Intl. Commission of Jurists, 21 Sep 2005 <http://www.reports-and-materials.org/Howen-presentation-Copenhagen-21-Sep-2005.doc>

4. THE DIFFERENCE BETWEEN CSR AND HUMAN RIGHTS

Christopher Avery, Director, Business & Human Rights Resource Centre, in Corporate Citizenship Briefing, Aug-Sep 2006 <http://www.business-humanrights.org/Links/Repository/479454>

5. ON THE MARGINS OF PROFIT – RIGHTS AT RISK IN THE GLOBAL ECONOMY

Human Rights Watch, 18 Feb 2008 <http://www.hrw.org/en/node/62409/section/1>

6. ESCR-NET COLLECTIVE REPORT ON BUSINESS & HUMAN RIGHTS

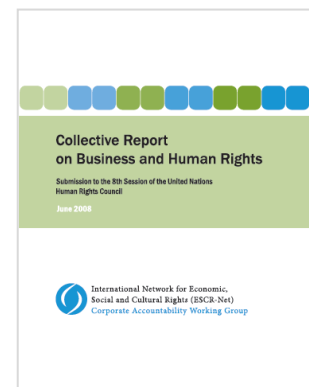
ESCR-Net, 2008 (also available in French and Spanish)

http://www.escr-net.org/actions_more/actions_more_show.htm?doc_id=693486&parent_id=431015

7. WHY ALL COMPANIES SHOULD ADDRESS HUMAN RIGHTS

Christopher Avery, Annabel Short, Gregory Tzeuschler Regaignon, in ICCA Handbook on CSR and Corporate Culture, Sep 2006

http://www.cca-institute.org/pdf/avery_business&humanrights.pdf



8. HUMAN RIGHTS, IT IS YOUR BUSINESS

International Business Leaders Forum, 2005 http://www.commdev.org/files/1154_file_Human_Rights_Its_Your-Business.pdf

9. BEYOND VOLUNTARISM: HUMAN RIGHTS AND THE DEVELOPING INTERNATIONAL LEGAL OBLIGATIONS OF COMPANIES

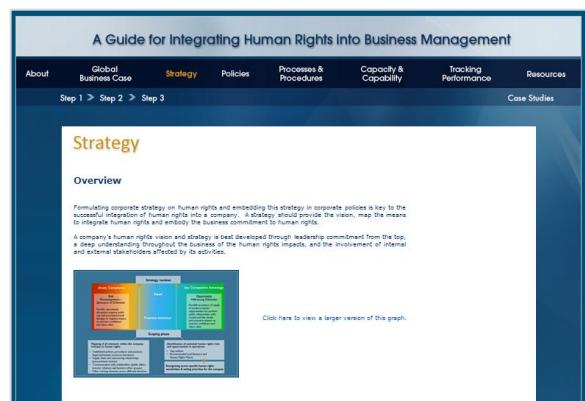
International Council on Human Rights Policy, Jan 2002 (also available in French and Spanish) <http://www.business-humanrights.org/Links/Repository/9387>

TOOLS AND GUIDANCE

The following resources and tools are available through the Business and Human Rights Resource Centre (www.business-humanrights.org) or the Global Business Initiative on Human Rights Resources page (www.global-business-initiative.org).

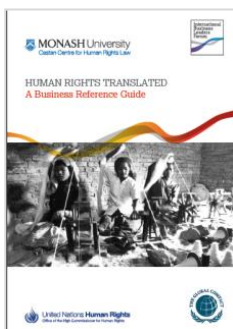
1. GUIDE FOR INTEGRATING HUMAN RIGHTS INTO BUSINESS MANAGEMENT <http://www.integrating-humanrights.org/>

The Guide for Integrating Human Rights into Business Management is an online tool produced jointly by the Business Leaders Initiative on Human Rights (BLIHR), the UN Global Compact and the Office of the UN High Commissioner for Human Rights (OHCHR). Now in its second edition, it offers practical guidance to companies wanting to take a proactive approach to human rights within their business operations and is of use primarily to business leaders and managers in large and medium-sized enterprises, private and state-owned, who would like to develop their understanding of human rights in business practice. Also available are a series of downloadable PDF extracts covering the main areas of the guide. The series covers Short Introduction, Global Business Case, Strategy, Policies, Processes and Procedures, Capacity and Capability and Tracking Performance.



2. HUMAN RIGHTS TRANSLATED

http://www.unglobalcompact.org/docs/news_events/8.1/human_rights_translated.pdf



Human Rights Translated: A Business Reference Guide explains human rights concepts in the language of business through the use of examples and suggested practical actions. The publication is a joint product of the Castan Centre for Human Rights Law, the International Business Leaders Forum (IBLF), the Office of the United Nations High Commissioner for Human Rights, and the UN Global Compact Office.

3. COUNTRY RISK ASSESSMENT REPORTS

http://humanrightsbusiness.org/?f=country_risk

The Danish Institute for Human Rights Country Risk Assessment (CRA) is a comprehensive report on the human rights risks to business. As well as in-depth descriptions of legal protections and violation risks in practice, the report includes detailed recommendations, topic-specific focal areas and extensive background information on the country in question. The mapping contained in the Country Risk



Assessment provides an invaluable guide to ensuring that business operations contribute to development, especially for vulnerable groups. The objective of the CRA is to determine areas where companies are at risk of human rights violations—both direct and indirect—due to ineffective laws or poor practices in the country of operation.

4. HUMAN RIGHTS MATRIX - BUSINESS LEADERS INITIATIVE ON HUMAN RIGHTS <http://www.humanrights-matrix.net>



The BLIHR Human Rights Matrix is a web-based, freeware self-assessment tool. It is designed to support your company in understanding human rights in relation to your own policies, procedures and initiatives. It will help you **SIMPLIFY, VISUALISE, ASSESS AND MANAGE** your human rights programs and performance. It is business friendly with built-in human rights expertise and knowledge.

The matrix has two dimensions. First, it is structured around the **'Essential' and 'Beyond Essential'** steps a business can take to develop and implement its human rights strategy. Second, the interface is designed so that the tool can be completed by business functions and common policy areas within that business function. In the tool these are called **'Business Areas' and 'Business Sub-Areas'**. The tool supports you to make an assessment and substantiate your assessment with information about your own policies, practices and initiatives. The tool was originally conceived by the Business Leaders Initiative on Human Rights.

5. POLICY PORTAL ON THE BUSINESS AND HUMAN RIGHTS RESOURCE CENTRE WEBSITE

<http://www.business-humanrights.org/Documents/Policies>

This page links to statements by companies that explicitly refer to human rights that BHRRC are aware of. Policy statements that refer/apply only to the company's employees or suppliers are not included in these listings.

6. HUMAN RIGHTS COMPLIANCE ASSESSMENT - THE DANISH INSTITUTE ON HUMAN RIGHTS <http://hrca2.humanrightsbusiness.org>

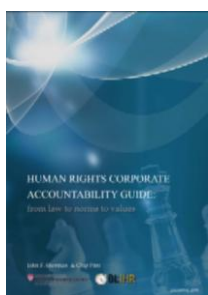
The HRCA is a diagnostic tool, designed to help companies detect potential Human Rights violations caused by the effect of their operations on employees, local residents and all other stakeholders. The interactive web-based computer programme allows each company to select questions in the database to suit their type of business and area of operations.



7. HUMAN RIGHTS IMPACT ASSESSMENT- IBLF/IFC/UNGCG <http://www.guidetohriam.org/welcome>

Revised Guide to Human Rights Impact Assessment and Management (HRIAM), launched in 2010 by IBLF jointly authored with the International Finance Corporation and the UN Global Compact.

8. HUMAN RIGHTS ACCOUNTABILITY GUIDE <http://www.blihr.org/Legacy/Downloads/Accountability%20Guide%202008.pdf>



Human rights belong also within the values and culture of any business and this accountability guide demonstrates, based on legal precedent and research within specific BLIHR member companies, how the links between human rights and good corporate governance and business ethics can be made. The publication was written by Chip Pitts, BLIHR Advisor, and lecturer, Stanford Law School, and John F. Sherman, III, Deputy General Counsel of National Grid (retired) and Senior Fellow, MossavarRahmani Center for Business and Government, Harvard Kennedy School of Government.

9. GLOBAL REPORTING INITIATIVE: GOOD PRACTICE NOTE ON HUMAN RIGHTS REPORTING

<http://www.globalreporting.org>

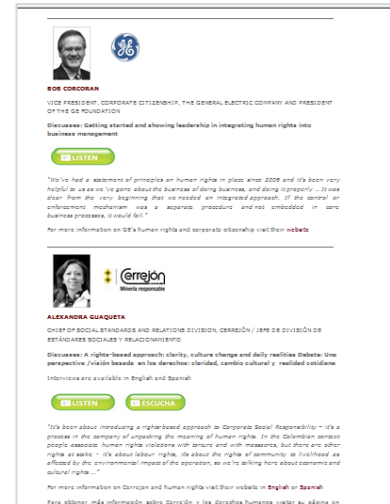
The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide.

10. BUSINESS AND HUMAN RIGHTS DIALOGUES

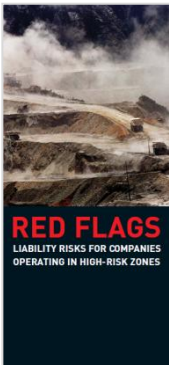
<http://www.global-business-initiative.org/RESOURCES>

Produced by the Global Business Initiative on Human Rights, the dialogues are a series of interviews with business leaders from around the world on the importance of integrating human rights into business practice. Initial interviews were launched as podcasts to coincide with the UN Global Compact Leaders Summit, and further interviews will follow.

The interviews focus on how to perform various aspects of human rights due diligence in practice. They are designed to be of practical assistance to other business leaders from across sectors and geographies. Some of the themes to be covered include: leadership on human rights; creation/integration of a human rights policy; risk assessment; reporting and monitoring.



11. RED FLAGS <http://www.redflags.info>

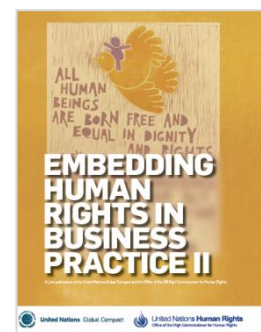


Red Flags communicates, in simple, clear terms, the changing nature of liability risk, based on the latest research into recent case law. It provides a guide for law-abiding companies as to how the expectations for compliance are changing. A Red Flag is a warning of heightened risk. The Red Flags pamphlet and web site provide basic information about the potential for litigation, based on actual legal actions involving businesses or business people and international crimes. Drawing on publicly available information concerning past or present case law, these Red Flags are intended as warnings of liability risk.

12. EMBEDDING HUMAN RIGHTS

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/EHRBill.pdf

The series explores the practical application of the Global Compact's human rights Principles using case studies and offers detailed examples of what businesses from all over the world are doing to implement human rights within their own operations and spheres of influence, and how they are doing it. The most recent edition is linked above.



13. BASESwiki <http://www.baseswiki.org>

BASESwiki aims to help Business And Society Explore Solutions to the grievances and disputes that impact their relationships. This online community and resource is built by and for its users. It provides a place to share information and learning about non-judicial grievance mechanisms around the world including where they are; how they work; who can use them; experts that can support them; outcomes of dispute resolution processes; and research/analysis about mechanisms and processes.

14. EMBEDDING RIGHTS COMPATIBLE GRIEVANCE PROCESSES FOR EXTERNAL STAKEHOLDERS WITHIN BUSINESS CULTURE http://www.hks.harvard.edu/m-rcbg/CSRI/publications/report_36_sherman_grievance.pdf

A report by Senior Fellow John Sherman for the Corporate Social Responsibility Initiative, Harvard Kennedy School on remedy and corporate culture in the mining industry.

15. A HUMAN RIGHTS MANAGEMENT FRAMEWORK

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/A307HRF-E-PosterA2-130607.pdf



This poster — launched in 2007 and updated in 2010 — captures key good business and human rights management practices that are elaborated in more detail in *A Guide for Integrating Human Rights Into Business Management* as well as in the International Business Leaders Forum publication, *Human Rights: It Is Your Business*. (UNGC/BLIHR/IBLF/OHCHR, revised 2010 with GBI). Available in [Arabic](#), [Chinese](#), [English](#), [French](#), [Russian](#), [Spanish](#)

16. THE STATE OF PLAY OF HUMAN RIGHTS DUE DILIGENCE: ANTICIPATING THE NEXT FIVE YEARS

http://www.institutehrb.org/pdf/The_State_of_Play_of_Human_Rights_Due_Diligence.pdf

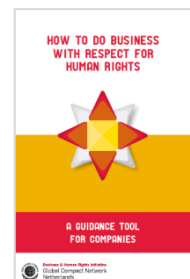


Published by the Institute for Human Rights and Business, this publication reviews how human rights due diligence processes - which involve developing policies, assessing impacts, integrating into management practices, and tracking and monitoring performance - are being taken up by 24 prominent companies from different industry sectors and from different parts of the world.

17. HOW TO DO BUSINESS WITH RESPECT FOR HUMAN RIGHTS: A GUIDANCE TOOL FOR COMPANIES - GLOBAL COMPACT NETWORK NETHERLANDS

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/how_to_business_with_respect_for_human_rights_gcn_netherlands_june2010.pdf

This guidance tool is the result of lessons learnt from a Business and Human Rights Initiative led by the local network working with ten Dutch companies. It aims to help companies consider and implement human rights due diligence.



ORGANISATIONS WORKING ON BUSINESS AND HUMAN RIGHTS

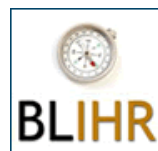
The list below is by no means exhaustive, but includes some of the key initiatives and organisations with projects or a focus on business and human rights.



Amnesty International
www.amnesty.org.uk



Business and Human Rights Resource Centre
www.business-humanrights.org



Business Leaders Initiative on Human Rights (BLIHR) Legacy Website
www.blihr.org



Centre for Asia and Globalization
www.caglkyschool.com/node/41



FIDH
www.fidh.org/-english-



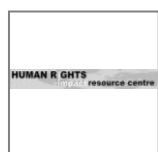
Foley Hoag
www.foleyhoag.com/Services/Corporate-Social-Responsibility.aspx



Global Business Initiative on Human Rights
www.global-business-initiative.org



Global CSR
www.global-csr.com



HRIA Resource Centre
www.humanrightsimpact.org



International Coordinating Committee – National Human Rights Institutions ICC NHRIS)
www.hrc.co.nz/home/hrc/internationalhumanrights/nationalhumanrightsinstitutions/internationalcoordinatingcommitteeicc.php



Institute for Human Rights and Business
www.institutehrb.org



International Alert
www.international-alert.org



International Business Leaders Forum
www.iblf.org



International Commission of Jurists
www.icj.org



IFC
www.ifc.org



ILO
www.ilo.org



Office of the United Nations High Commissioner for Human Rights
ohchr.org/EN/Issues/Business/Pages/BusinessIndex.aspx



Realizing Rights: The Ethical Globalization Initiative
www.realizingrights.org



Synergy
www.synergy-global.net/s/human_rights.php



The Human Rights and Business Project of the Danish Institute for Human Rights
www.humanrightsbusiness.org



UN Global Compact
www.unglobalcompact.org

SECTOR INITIATIVES

ELECTRONICS SECTOR CODE OF CONDUCT

The EICC is an industry-wide supplier code of conduct which promotes responsible business practices to improve social and environmental conditions across the global electronic supply chain and aims to foster responsible management and operational practices in the areas of labour, human rights, environmental, health and safety (EHS) and ethics.

THE EQUATOR PRINCIPLES

The Equator Principles are a credit risk management framework for determining, assessing and managing environmental and social risk in project finance transactions. Project finance is often used to fund the development and construction of major infrastructure and industrial projects. The EPs are adopted voluntarily by financial institutions and are applied where total project capital costs exceed US\$10 million. The EPs are primarily intended to provide a minimum standard for due diligence to support responsible risk decision-making.

ETHICAL TRADING INITIATIVE (ETI)

ETI is an alliance of companies, trade unions and voluntary organisations working in partnership to improve the lives of workers across the globe who make or grow consumer goods. ETI is made up of over 50 corporate members, plus the trade unions and voluntary organisations.

EXTRACTIVE INDUSTRY TRANSPARENCY INITIATIVE

The EITI sets a global standard for transparency in oil, gas and mining. It comprises a coalition of governments, companies and civil society working together in an effort to make natural resources benefit all. EITI provides a standard for companies to publish what they pay and for governments to disclose what they receive.

FAIR LABOR ASSOCIATION

Founded in 1999, FLA brings together multiple stakeholders to work for greater accountability and transparency from manufacturers, factories and others involved in global supply chains, and creating lasting solutions to exploitative labor practices. FLA's mission is to protect workers' rights and improve working conditions worldwide.

GLOBAL NETWORK INITIATIVE

GNI is a coalition that includes ICT companies, civil society organizations (including human rights and press freedom groups), socially responsible investors and academics. The Initiative exists to provide guidance to the ICT industry and its stakeholders on how to protect and advance the human rights of freedom of expression and privacy when faced with pressures from governments to take actions that infringe upon these rights. GNI seeks to promote the rule of law and the adoption of laws, policies and practices that protect and respect freedom of expression and privacy through collaboration among companies, NGOs, investors and academics.

ICMM

The International Council on Mining and Metals (ICMM) was established in 2001 to improve sustainable development performance in the mining and metals industry. Today, it brings together 21 mining and metals companies as well as 32 national and regional mining associations and global commodity associations.

IPIECA

IPIECA is the global oil and gas industry association for environmental and social issues. IPIECA was formed in 1974 following the launch of the United Nations Environment Programme (UNEP). IPIECA is the only global association involving both the upstream and downstream oil and gas industry on environmental and social issues. IPIECA's membership covers over half of the world's oil production. IPIECA is the industry's principal channel of communication with the United Nations.

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

The Voluntary Principles on Security and Human Rights (commonly referred to as the VPs) are a set of non-binding principles developed in 2000 to address the issue of balancing safety needs while respecting human rights and fundamental freedoms. The Voluntary Principles assist companies seeking guidance on managing potential exposure to risks related to their security and human rights practices, especially in countries that are often associated with conflict or alleged abuses. They provide guidance for companies on identifying human rights and security risk, as well as engaging and collaborating with state and private security forces.

Universal Declaration of Human Rights

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, therefore,

The General Assembly,

Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the

peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3

Everyone has the right to life, liberty and security of person.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6

Everyone has the right to recognition everywhere as a person before the law.

Article 7

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11

1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.
2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13

1. Everyone has the right to freedom of movement and residence within the borders of each State.
2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14

1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.
2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15

1. Everyone has the right to a nationality.
2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16

1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
2. Marriage shall be entered into only with the free and full consent of the intending spouses.
3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17

1. Everyone has the right to own property alone as well as in association with others.
2. No one shall be arbitrarily deprived of his property.

Article 18

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20

1. Everyone has the right to freedom of peaceful assembly and association.
2. No one may be compelled to belong to an association.

Article 21

1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
2. Everyone has the right to equal access to public service in his country.
3. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29

1. Everyone has duties to the community in which alone the free and full development of his personality is possible.
2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

CONVENERS



Catalyzed by the ASEAN Foundation, the ASEAN CSR Network was established in line with the actions called for in the Blueprint for ASEAN Socio-Cultural Community that aims to engage the private sector in building the ASEAN Community through the promotion of corporate social responsibility (CSR) and in helping ensure that CSR is incorporated in the corporate agenda. The Network aims to spearhead the promotion of corporate social responsibility in the region by becoming a platform for networking, a repository of knowledge and capacity-builder on CSR, and a forum to promote cooperation among ASEAN stakeholders. The ASEAN CSR Network was formally incorporated on 8 December 2010 with founding members, namely, the Indonesia Business Links, International Chamber of Commerce-Malaysia, League of Corporate Foundations (Philippines), CSR Club of the Thai Listed Companies Association, the Singapore Compact for CSR that also hosts the Network secretariat and the ASEAN Foundation. For more information visit: www.aseanfoundation.org



The two-fold objectives of the ASEAN Foundation as reflected in the Memorandum of Understanding establishing it are as follows:

- It shall promote greater awareness of ASEAN, and greater interaction among the peoples of ASEAN as well as their wider participation in ASEAN's activities inter alia through human resources development that will enable them to realize their full potential and capacity to contribute to progress of ASEAN Member States as productive and responsible members of the society.
- It shall also endeavor to contribute to the evolution of a development cooperation strategy that promotes mutual assistance, equitable economic development, and the alleviation of poverty.

In recognition of the fundamental importance of improving the livelihoods and well-being of the peoples of Southeast Asia, and the need to promote ASEAN awareness as well as people-to-people contact through scholarships, fellowships and other exchanges, the Leaders of the Association of Southeast Asian Nations (ASEAN) agreed to establish the ASEAN Foundation on 15 December 1997 in Kuala Lumpur during the Association's 30th Anniversary Commemorative Summit. The ultimate aim was to help bring about shared prosperity and a sustainable future to all ASEAN countries which comprises of Brunei Darussalam, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam. For more information visit: www.aseanfoundation.org



THE BUSINESS COUNCIL FOR SUSTAINABILITY & RESPONSIBILITY MALAYSIA (BCSRM) is a national body of business leaders and interested groups having interest in and concern for responsible and sustainable practices in pursuit of the global sustainability agenda with emphasis on environmental, social and governance issues. BCSRSM aims to put current global thinking on sustainability and responsibility into the Malaysian context so Malaysian companies can promote, develop and adopt sustainability within their business.

Key focus areas for the BCSRSM are Energy & Climate, Social Development, The Business Role in Driving the Sustainability Agenda and Protection of Ecosystems in a Low Carbon Environment. Activities centre on Thought Leadership, capacity development, advocacy and awareness building. The BCSRSM is a Regional Network Partner of the World Business Council for Sustainable Development (WBCSD). For more information visit: www.bcsrmalaysia.org

THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS
advancing human rights in business around the world



In partnership with:



THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS (GBI) is a unique business-led initiative focused on advancing human rights in a business context around the world. GBI currently has 14 corporate members from 11 industry sectors with representation from Latin America, Asia, Europe, North America, and the Middle East. Through core group work streams and business outreach activities GBI seeks to build a global community of business leaders sharing good practices, identifying barriers to corporate respect for human rights in diverse contexts and inputting into international policy developments. Our work plan is divided into two parallel tracks. First, Action-Learning around the UN Guiding Principles on Business and Human Rights; and second, Business Awareness and Capacity Building through events and workshops in emerging and developing markets. GBI works in collaboration with the UN Global Compact Office and is supported by the Swiss Government.

For more information visit: www.global-business-initiative.org





THE UNITED NATIONS GLOBAL COMPACT is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Launched in July 2000, the UN Global Compact is both a policy platform and a practical framework for companies that are committed to sustainability and responsible business practices. As a leadership initiative endorsed by chief executives, it seeks to align business operations and strategies everywhere with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The Global Compact has over 7700 corporate participants and stakeholders from over 130 countries. For more information visit: www.unglobalcompact.org



Global Compact Network Malaysia

The Global Compact initiative was pioneered in Malaysia by the United Nations Development Programme in 2003. Further promoted by the Caux Round Table Malaysia since 2007, the Malaysian Local Network achieved independent status in March 2009. The subsequent period was a transitory one with efforts being devoted to the local network becoming a legal entity under the Malaysian's Societies Act. The positive outcome was a new Constitution for the local network in 2011, which now serves as a basis for expanding the network and promotion of the Global Compact's Ten Principles within Malaysia. For more information visit: www.globalcompactasiapacific.org/gcasia/CountryNetworks/Malaysia.aspx



Regional Support Center Asia-Pacific

THE INVESTORS FOR DEVELOPMENT (I4D) project was launched in 2007 by the Trade and Investment Division of ESCAP with funding from the governments of Sweden and the Netherlands. The project aims at promoting more effective implementation of the UN Global Compact principles and Corporate Social Responsibility (CSR) through the establishment and promotion of a regional Community of Practice in Asia and the Pacific. This Community includes a diverse group of business people, NGO representatives, governments, consultants, researchers and others who work in the CSR field. I4D also performs as the Global Compact Regional Support Center Asia-Pacific by enhancing the capacity of, and cooperation between, Global Compact Local Networks (GCLNs) in the region. I4D offers both an on-line platform and face-to-face meetings for the Community members to engage in discussions on a wide range of CSR-related topics, participate in training courses as well as collect and develop resources, tools and case studies for CSR implementation. All of these resources are openly available on the I4D web portal. For more information, please visit: www.globalcompactasiapacific.org