



# Business and Human Rights

All companies have a responsibility to respect human rights, which means avoiding harm to people and addressing any issues that may occur. They are also under increasing scrutiny as to how they monitor, manage and report on their human rights impacts.

Regulators are updating legislation to impose mandatory human rights due diligence. Investors are taking account of human rights impacts when deciding on the allocation of capital. There are also growing civil society expectations on companies to demonstrate how they adhere to the United Nations Guiding Principles on Business and Human Rights.

GoodCorporation works with companies to identify, prevent and address human rights impacts in their own activities and throughout their wider business relationships. We evaluate current human rights management programmes and provide consulting services to build and strengthen procedures. Our experience of assessing practices and procedures in the field enables us to provide strategic human rights advice that is carefully tailored to a company's risks, impacts and operating environment.

Recognised worldwide as one of the leading organisations working in the field of business ethics, **GoodCorporation** has unparalleled experience in checking and measuring corporate behaviour. Our assessment methodology enables us to be "the measure of a good company". Working for global corporations as well as investors, private businesses and not-for-profit organisations, we help our clients design, build, embed and evaluate effective ethics and compliance programmes.



## Key steps to manage human rights impacts

Implementing human rights due diligence is an ongoing process that requires regular and repeated attention, particularly as the operating environment changes. The following key steps are critical to managing human rights impacts effectively.

- Adopt a holistic, forward-looking approach that will improve practices in global value chains, meet stakeholder expectations, and drive innovations, rather than simple legal compliance.
- Establish what human rights mean in practice for your company by identifying potential or actual adverse human rights impacts and raise awareness among employees and business partners.
- Assess adverse impacts not as a risk to the business, but as a risk to people, even though both are increasingly correlated in the context of growing regulatory pressure and societal expectation. This ensures that actions are prioritised according to the severity of impacts to people.
- Track and report on the effectiveness of your actions to integrate lessons learned in your policies and processes with a view to continuous improvement and increased accountability.
- Improve rights-holders' access to effective remedy, both in your own operations and value chain.
- Conduct meaningful stakeholder engagement to integrate the perceptions of rights-holders such as workers and communities into the company decision-making.
- Pay attention to vulnerable groups, such as women, children, migrant workers or indigenous peoples, who are at heightened risks of severe adverse human rights impacts.
- Move beyond respect and take positive action to promote and defend human rights to encourage further progress.

## How GoodCorporation can help

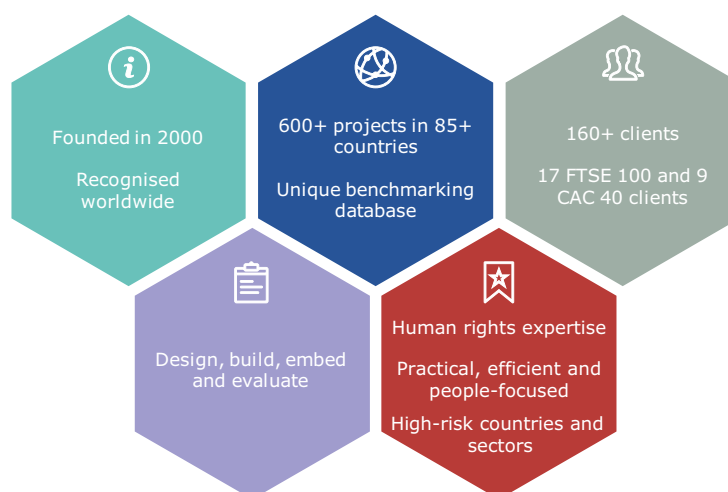
Since 2001, human rights have been increasingly incorporated in our evaluation and consulting work and as companies' maturity increases in this area, we deliver human rights stand-alone projects, such as:

- A gap analysis of an organisation's human rights due diligence against GoodCorporation's Frameworks on Human Rights, and benchmarked against other companies
- Human rights risk mapping across an organisation, providing assistance in identifying salient human rights issues at group level with appropriate recommendations to mitigate any risks
- Human rights impact assessments across operations: at business unit level, in major projects, and with high-risk suppliers
- Advice on implementing a human rights due diligence programme, including
  - development of policies and processes to address human rights impacts,
  - design of training material,
  - development of supplier and affiliate evaluation questionnaires.
- Human rights training (face-to-face and online) tailored to the needs of the organisation's target audience

## About GoodCorporation

GoodCorporation works exclusively in the field of responsible business and is known for its robust but pragmatic advice. Its frameworks are widely used as a reliable set of management practices for any organisation. Our expertise covers: business ethics; human rights; bribery and corruption; data protection; anti-competitive practices; bullying and harassment; infrastructure and complex project management and whistleblowing.

Our team is composed of experts in the field of business ethics and human rights with extensive experience in conducting field work for clients. We have worked in various industries and have a network of local consultants who provide in-depth knowledge of the geographical context and speak local languages.



For more information please contact Caroline Le Mestre at: [caroline.lemestre@goodcorporation.com](mailto:caroline.lemestre@goodcorporation.com)