



Enterprise 2020



econsense

Forum for Sustainable Development
of German Business



Business and Human Rights Workshop – Putting the Ruggie-Framework and the Guiding Principles into Practice

April 15th, 2013, dbb forum Berlin

Executive summary

By directly addressing existing international standards, political guidelines, and regulations, the adoption of the "UN Guiding Principles on Business and Human Rights" formulated by Prof. John Ruggie, is the first time that a framework for business and human rights has been successfully tabled. This move established the UN Guiding Principles (UNGP) as the global standard of practice.

The Ruggie Framework identifies the protection of human rights as the primary duty of the state; corporations and business enterprises, however, have a responsibility to respect human rights and should avoid (also preventatively) the infringement of human rights. In addition to the state duty to protect and the corporate responsibility to respect human rights, the Ruggie Framework also contains a third component on access to remedy for victims.

Nearly two years after their adoption, the UNGP have been widely taken up by companies as the reference point when implementing human rights considerations into business processes. In the framework of the collaborative project on Business and Human Rights, CSR Europe and econsense have been supporting their member companies in understanding the baseline expectations of the UNGP.

In that context, the **Business and Human Rights Workshop – Putting the Ruggie-Framework and the Guiding Principles into Practice**, organized by econsense and CSR Europe on 15 April 2013 in Berlin, aimed to provide a platform for member companies to share their experience in implementing the Ruggie framework as well as to discuss remaining challenges and incubate solutions.

Over eighty participants from around fifty multinational companies gathered to discuss the different aspects of the UNGP. To provide a professional discussion atmosphere for an open, honest debate and exchange of experiences, the workshop format was not open to the public. Selected experts from political and human rights institutions contributed further valuable insight. Applying the Chatham House Rule, openness and sharing of information were ensured as neither identity nor the affiliation of the speakers, nor that of any other participant, may be revealed.

The professional discussion was built around 15 short presentations covering all aspects of the UNGP – from the implementation by governments, to the business solutions in terms of setting up a human rights policy, conducting due diligence, setting up effective grievance mechanisms and dealing with human rights issues in the supply chain. The afternoon session was held in the world café method allowing participants to hold small group discussions and focus on sharing of insights of practical implementation.

The discussion revealed that efforts are well underway to look at human rights in a systematic way, using them as a lens to address different issues and approach a number of topics. One of the biggest challenges remains identifying material issues, which can be overcome through a collaborative approach in a multi-stakeholder context. Nevertheless, in order to ensure implementation the legislation has a central role in ensuring consistency in regulation.

Agenda

09.30 am **Registrations and refreshments**

10.00 am **Welcome**

Dr. Thomas Koenen

Executive Director econsense and Managing Director Climate and Sustainable Development, BDI e.V.

Stefan Crets

Executive Director of CSR Europe

10.15 am **"Business and Human Rights: the EU becoming strategic" (Video Message)**

Tom Dodd

European Commission

10.30 am **From the Societal Angle – Political and Public Society Perspectives on Business and Human Rights**

Moderator: *Dr. Jana Heinze*
econsense

Ragnhild Handagard

Office of the United Nations High Commissioner for Human Rights

Dr. Torsten Christen

Federal Ministry on Labour and Social Affairs, Task Force CSR

Cathrine Poulsen-Hansen

Danish Institute for Human Rights

11.15 am **From the Economic Angle – Company Perspectives on Business and Human Rights**

Moderator: *John Morrison*

Institute for Human Rights and Business



**Human Rights Training and Policy –
Embedding Corporate Responsibility to Respect Human Rights
in the Company**

Abi Price – Hitachi
Roberta Pinamonti – Enel
Chloé Blais – Total
Meera Pau Mehta – ArcelorMittal

**Human Rights Due Diligence –
Assessing impacts, integrating and acting, tracking and
communicating**

Monica Bowen-Schrire – Vattenfall
Yann Wyss – Nestlé
Dr. Norbert Otten – Daimler

01.00 pm

Lunch Break / Buffet

02.00 pm

**Remediation and Operational Grievance Mechanisms –
Workers and Community**

Mariya Stoyanova – CSR Europe
Dr. Juanita Olaya – Cerrejón

02.45 pm

**From the Economic Angle –
Company Perspectives on Business and Human Rights**

Moderator: *John Morrison*
Institute for Human Rights and Business

**Human Rights in the Supply Chain –
Addressing Conflict Minerals from Conflict Affected and
High-Risk Areas in the Global Supply Chain**

Antonio Luz Veloso – Deutsche Telekom
Karl Daumüller – Hewlett Packard



03.15 pm **'World Cafe' – Five Round Tables on the UN Guiding Principles**

Time for Networking and Deepening

The World Cafe is a method which makes use of an informal cafe for participants to explore an issue by discussing in small table groups.

Table 1 **Political and Public Society Perspectives**

Ragnhild Handagard – Office of the United Nations High Commissioner for Human Rights

Dr. Torsten Christen – Federal Ministry on Labour and Social Affairs, Task Force CSR

Cathrine Poulsen-Hansen – Danish Institute for Human Rights

Table 2 **Internal Human Rights Training**

Abi Price – Hitachi

Roberta Pinamonti – Enel

Chloé Blais – Total

Meera Pau Mehta – ArcelorMittal

Table 3 **Human Rights Due Diligence**

Monica Bowen-Schrire – Vattenfall

Yann Wyss – Nestlé

Dr. Norbert Otten – Daimler

Table 4 **Remediation and Operational Grievance Mechanisms
and Collaborative Project on Business and Human Rights**

Mariya Stoyanova – CSR Europe

Dr. Juanita Olaya – Cerrejón

Table 5 **Human Rights in the Supply Chain – Addressing Conflict Minerals**

Antonio Luz Veloso – Deutsche Telekom

Karl Daumüller – Hewlett Packard

04.30 pm **Wrap up and Conclusions**

John Morrison

Institute for Human Rights and Business

05.00 pm **End of the Workshop**

Business and Human Rights: the EU becoming strategic

The workshop started with a video message of Tom Dodd from the European Commission, DG Enterprise and Industry.

The European Commission expects all enterprises to meet their corporate responsibility by respecting human rights as defined in the UNGPs. Tom Dodd assured that there is no intent to go beyond what is contained in the UNGPs or to express lower expectations.

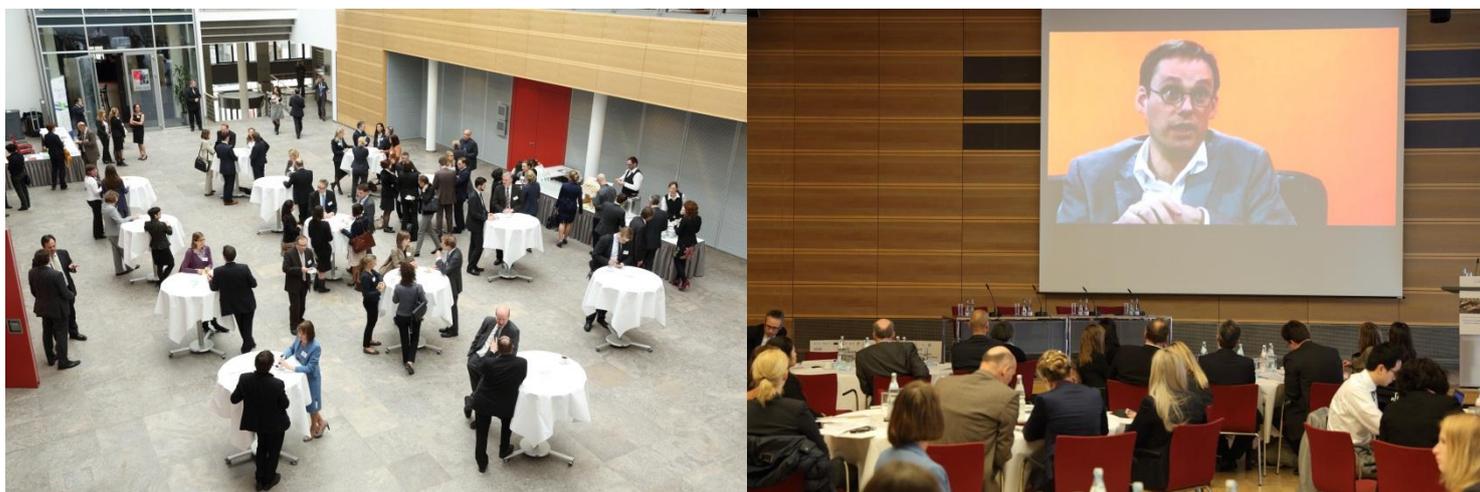
The European Commission provides guidance on the UNGPs for companies:

- Guidance for SMEs: by putting the UNGPs in a format that is more accessible and relevant to small and medium-sized enterprises
- Guidance for 3 business sectors: employment and recruitment agencies, information and communication technology (ICT), and oil and gas. These are practical, non-legally binding documents that should help to implement the UNGP by showing what other companies have done and collecting important references and resources

The European Commission has invited EU member states to put together their own national plan for the implementation of the UNGPs and aims to address human rights more systematically in its global dialogue with different countries and organizations.

The Commission recognizes that enterprises can and do have a positive impact on the realization of human rights through all kinds of direct and indirect means. The payment of taxes, for example, enables state authorities to provide healthcare; the provision of work as well as specialized products and services helps make human rights reality for people. However, as public authority, the European Commission keeps a clear distinction between the basic expectation that all companies should respect human rights and the fact that companies are encouraged to help promote human rights.

The Commission is already working together with businesses in multiple ways on different initiatives that promote human rights, including topics such as biodiversity, health and literacy.



From the Societal Angle – Political and Public Society Perspectives on Business and Human Rights

Scope of the Panel

The first panel, moderated by Dr. Jana Heinze of econsense - Forum for Sustainable Development of German Business, focused on the political and societal dimension. It introduced the development and current status of the UNGP, the political perspective of the German government, and the activities of the Danish Institute for Human Rights to promote in businesses respect for human rights.

Office of the UN High Commissioner for Human Rights (OHCHR)

The UNGPs were endorsed by the UN Human Rights Council in 2011. They are the first normative document adopted by an intergovernmental body at a global level to address business impacts on human rights. The UNGPs are a strong political reference point intended to serve as a common standard and benchmark for action and accountability.

A survey on the implementation of the UNGPs shows, that currently around 30 States are working on implementation plans (including 19 EU Member States) in order to integrate UNGPs into existing business regulation and reporting requirements.

The role of OHCHR is to promote dissemination and implementation of the UNGP at global level. This includes mainstreaming the business and human rights agenda in the UN system and integrating the UNGPs into investment policies.

Federal Ministry of Labor and Social Affairs of Germany

There are several challenges when putting the UNGP into practice:

The first question arising is how to transfer the general principles into specific daily practice. Another challenge is the handling of existing instruments like general and sector-specific guidelines and national regulations. Lastly, the main challenge that lies ahead is how to guarantee political coherence in human rights promotion when dealing with a multitude of tools and actors involved, which need to be coordinated.



To tackle the challenges from a political perspective, the Federal Ministry of Labor and Social Affairs has engaged in several activities: A multi-stakeholder symposium on business and human rights and the German CSR Forum with a specific working group focus on human rights are examples for helping to transfer the UNGP into practice.

Danish Institute for Human Rights

The Danish Institute for Human Rights engages with businesses in the areas of supporting human rights due diligence, including standards development and impact identification and assessment.

The institute provides practical tools for business, such as “Human Rights Compliance Assessment tool”, which has informed the development of other tools including the UN Global Compact Self-assessment tool and the UNICEF Child Rights checklist. The Danish Institute has also developed a human rights and business country portal which provides country specific information that helps companies to identify, assess and address human rights risks in their operations and supply chains around the world.

The work of the Danish Institute for Human Rights further includes the development of Pillar 1 tools and the integration of human rights and business into international programs e.g. in West Africa and Myanmar. The Institute cooperates with a number of stakeholder including states, civil society, national development agencies, other national human rights institution on tools development and capacity building in the area of business and human rights.



From the Economic Angle – Company Perspectives on Business and Human Rights

The UNGP can be seen as a “game changer” that brings along a new way of thinking. The second pillar of the Ruggie-Framework clarifies that the corporate responsibility of business to respect human rights “is a global standard of expected conduct for all businesses wherever they operate”. It changes the global discussion on business and human rights and raises questions such as: Which guidelines are required and how businesses need to train their workers? Which due diligence steps are necessary? What is an appropriate remedy and effective operational level grievance mechanism? What is the responsibility of a company that has a complex supply chain and operates in conflict affected and high-risk areas?

Moderated by John Morrison of the Institute for Human Rights and Business, the following panels addressed these questions by sharing experience from the daily business activities of multinational companies.

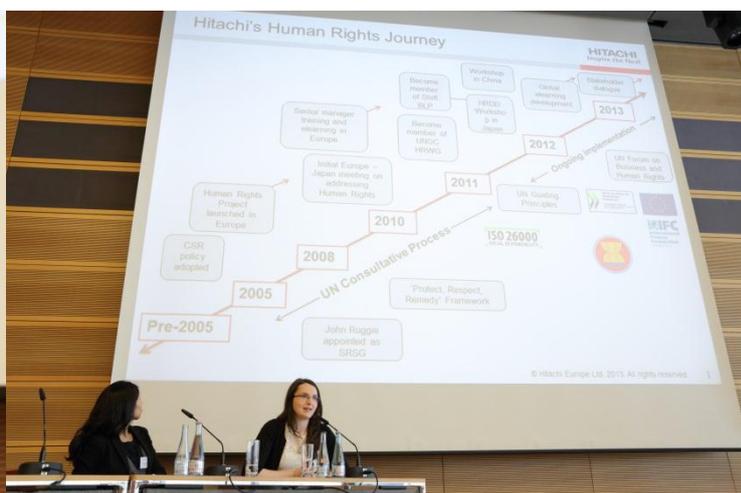
Human Rights Training and Policy – Embedding Corporate Responsibility to Respect Human Rights in the Company

Scope of the Panel

The panel focused on company experience in employee trainings as well as on developing and implementing a human rights policy. Examples of company practice were provided by Hitachi, Enel, Total and ArcelorMittal.

Hitachi

Hitachi adopted its CSR policy in 2005 and in 2008 launched a project on human rights in Europe to raise awareness for the topic. In 2010 it started a series of trainings for employees and workshops for senior management in Europe.



Aligning to the endorsement of the UNGP by IFC, OECD and European Commission, Hitachi decided to create a global human rights policy for their company. With support from senior executives, and through collaboration with the UN Global Compact human rights working group and Shift's Business Learning Programme, it drafted a global human rights policy. The draft was refined through a stakeholder dialogue organized by CSR Europe.

Following the final approval of the Executive Management, Hitachi plans to launch a global human rights eLearning course, a number of pilot projects on due diligence, as well as a company-wide grievance mechanism.

The outcome of the policy development process was a policy that is in line with the UNGPs, outlines expectations and aligns with relevant Hitachi policies. During the process a network of experts was established and the understanding of the responsibility to respect human rights increased within the company.

Lessons learnt during the policy development process, include: the importance of engaging with experts and involving colleagues and stakeholders from different regions; and ensuring the policy fits to the problems and human rights issues specific to the company.

Enel

Enel elaborated its human rights policy according to Principle 16 of the UNGPs. The company started the process of drafting a policy with an internal phase of analysis on materiality and risk on human rights. Firstly, it conducted a gap analysis of human rights principles in existing Enel policies. Secondly, a human rights risk evaluation provided an overview of the actual social and human rights risk in the operating countries of Enel. Lastly, it implemented a Human Rights Country Evaluation questionnaire to collect information about the level of compliance, existing management tools related to human rights and relevant topics to consider in the policy.

Based on the outcomes, an internal working group prepared a draft then submitted to external experts for consultation.

The final content of the human rights policy included a letter signed by Chairman and CEO, a commitment on human rights and principles on labor practices, communities and society. As well an implementation and monitoring part, a revision and communication and training part is mentioned.

The key main activities related to due diligence implementation have been identified through an alignment with the strategic industrial plan of the company. In fact, the Group's 2013-2017 Industrial Plan envisages increasing investments in Latin American markets through renewable capacity extension and increase in the customer base: this will require a structured and continuous process of risk identification, mitigation, prevention and assessment of impacts on stakeholders fully integrated in the business development.

“Putting the Ruggie-Framework and the Guiding Principles into Practice”

Total

At Total, human rights training is a key component in the ongoing process of integrating human rights into the corporate strategy. The company faces two main challenges when developing effective training on human rights:

The first challenge faced as a large multinational company operating in 130 countries with different local contexts and activities is diversity. Total identifies the need for training especially adapted to the local conditions and business specificities. As a response, the company drafted an internal human rights guide bringing together international standards, best practices, case studies and guidelines around three main topics: workplace, local communities and security. Around these topics, the company holds training sessions adapted to the audience and based on case studies of real situations, using the IPIECA training toolkit adapted to the Oil&Gas sector.

The second challenge relates to misconceptions and evolution of the topic of business and human rights. To this end, training is revised according to international evolutions with the support of external experts and adapted according to participants' feedback. Total provides integrated training for its employees that aim to increase internal buy-in by demystifying human rights wording. In order to avoid fatigue and duplication, the company developed short videos of practitioners from different businesses and countries describing how they have solved specific human rights challenges.

The key success factors for training implementation lie in: (1) Adapting the content to the targeted audience and taking into account feedback; (2) Integrating Human Rights into general training programs; (3) Ongoing revisions of programs to identify new priorities and topics to tackle.



ArcelorMittal

The Human Rights Program of ArcelorMittal is based on five steps: Policy development, communication, training and awareness, integration into processes and procedures and tracking performance.

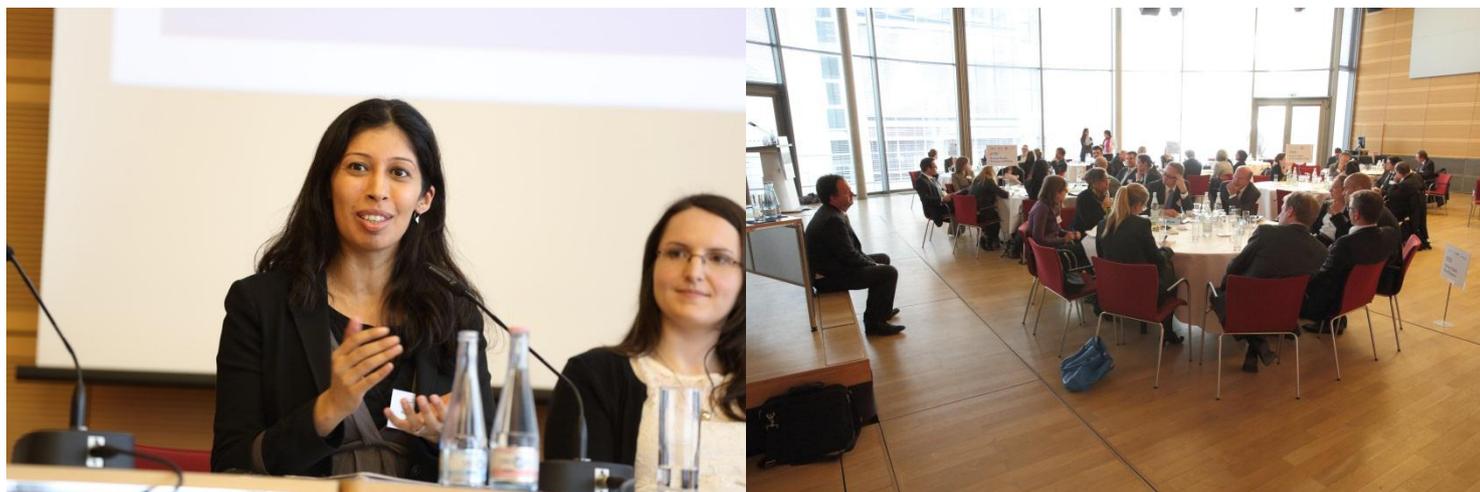
ArcelorMittal launched its human rights policy in 2010. The policy is based on the United Nations (UN) Global Compact, International Bill of Rights, ILO Declaration and aligned with the UNGPs. The policy was developed in cooperation with internal and external stakeholders and was intended to complement the company Code of Business Conduct and other already existing policies. The company was one of the first businesses to recognize access to land and water as a human right in their policy. The policy is available in 20 languages and its implementation is reviewed by the board of directors on a quarterly basis. To raise awareness on the policy, ArcelorMittal employs various communication tools, including monthly articles, posters, webinars on human rights and compliance, as well as video addresses by the senior management.

Additionally, the company developed an online human rights training that is available in 7 languages, organised train-the-trainer workshops, made training presentation materials for workers and a human rights guidance manual available for managers with example of potential dilemma situations.

Currently, ArcelorMittal is working in the area of integrating the policy into processes and procedures and performance monitoring. Human rights country assessments have been commenced in Brazil, Liberia and Kazakhstan, as well as functional assessments in the areas of purchasing, use of security personnel and gender diversity. The next step would be to prioritize actions to mitigate the risk in these areas. To track performance, ArcelorMittal developed process and performance indicators. These measures include the number of employees who have received human rights training and number and the type of grievance reported through its local grievance mechanisms.

World Café

The discussion in the World Café focussed on the practical implementation of training and policy and on how to measure the success. The speakers provided background information about problems and restrictions in implementing trainings, such as the need to secure approval of the social partners, e.g. labour unions, as well as law restrictions on personal data of the employees in force in Germany.



Human Rights Due Diligence – Assessing impacts, integrating and acting, tracking and communicating

Scope of the Panel

Principle 15 of the UNGPs establishes human rights due diligence as one of the key expectations for responsible business behaviour. The panel focused on “contextual” information to help business identify and measure potential adverse impacts. The examples of company practice were provided by Vattenfall, Nestlé and Daimler.

Vattenfall

When setting up its human rights due diligence process, Vattenfall faced two main challenges: embedding human rights and dealing with non-legal complicity.

To embed human rights, Vattenfall looked into existing processes to understand how to integrate the UNGPs into existing tools, such as the company’s Code of Conduct. The issue of non-legal complicity is particularly challenging when dealing with suppliers acting in high-risk-markets. Vattenfall addressed this problem by establishing guidelines for suppliers that include a due diligence process.

Human rights due diligence is an on-going process, which Vattenfall has built around three pillars: (1) Assessment: to establish risk level of country, sector and specific party, (2) Site Auditing: to measure the performance against the Code of conduct, and (3) Monitoring: to identify, whether the corrective actions have been implemented.

The lessons learned from the development process relate to the importance of gaining top management buy-in. Moreover, it is important to assess risks and impacts on an on-going basis. Lastly, human rights due diligence should start with embedding it first into already existing processes.

Based on this experience, Vattenfall plans to integrate human rights risks and impacts assessments into Enterprise Risk Management, which would include refining of the company’s risk assessment methodology.

Nestlé

Nestlé has developed and implemented a human rights due diligence program made of 8 pillars (video available [here](#)):

1. Policy development
 2. Stakeholders engagement
 3. Training
 4. Risks evaluation
 5. Impacts assessment
 6. Internal coordination
 7. Partnerships and dialogues
 8. Monitoring & Reporting
-

As part of this overall program, human rights risks have been integrated into Nestlé's Enterprise Risk Management. 49 material human rights risks are evaluated each year by the Nestlé Human Rights Working Group at five different levels: Nestlé facilities, Tier-1 suppliers, upstream suppliers, local communities and markets/country operations. These assessments inform Nestlé management on the risks that potential human rights impacts may have on its business from a legal, operational, brand, etc. perspective.

This high-level risk evaluation process is complemented by country-level human rights impact assessments (HRIAs), which identify the actual human rights impacts of Nestlé's business operations and corresponding remediation actions. So far, Nestlé has conducted 7 HRIAs in collaboration with the Danish Institute for Human Rights in Colombia, Nigeria, Angola, Sri Lanka, Russia, Kazakhstan and Uzbekistan. These HRIAs cover 6 functional areas (human resources, health & safety, product & marketing, security, legal & governments affairs, procurement & supply chain). Each HRIA is based on internal interviews with management and employees, site visits (factories and supply chain) and engagement with external local stakeholders, such as local communities, NGOs, government and international organisations.

Nestlé reports each year on its human rights performance as part of its online Nestlé in society report. In 2012 Nestlé adopted two new policy commitments: on child labour in agricultural supply chain, and rural development. The same year, the company trained 18,269 employees (27,922 in total since 2011) on human rights in 55 countries, conducted 3 human rights impact assessments (7 in total) and launched an action plan on child labour in Côte d'Ivoire focusing on the set up of a monitoring and remediation system within its cocoa supply chain.



“Putting the Ruggie-Framework and the Guiding Principles into Practice”

Daimler

Daimler introduced a new management approach recently which explicitly includes human rights in the company’s “Integrity Code”, which is the foundation of due diligence at Daimler. To further human rights activities at the company, Daimler included a new target in its 2011 Sustainability Report to complete human rights compliance assessments in all 18 production countries by 2015; the company cooperates with the Danish Institute for Human Rights on tools for the risk assessments. At the 2010-2012 Daimler Sustainability Dialogues, NGOs and other stakeholders challenged Daimler to go beyond what is merely legal by spurring meaningful change where possible – the company’s human rights assessments are one tool to facilitate this.

Daimler recognized key findings and implemented remediation measures: Medium-risk findings have been identified in the area of security processes, benefits policies for non-traditional families and access to grievance mechanisms. For instance, to ensure that all workers (incl. those without Internet access) are aware of the grievance mechanisms and are able to access them, the company distributes native-language grievance mechanism brochures and displays posters with contact information at work sites.

World Café

The discussion in the World Café focussed on a number of questions, such as how to make due diligence more practical and where to start to implement it. Some of the major challenges identified, related to how to get “honest” answers from the assessments, how to identify and quantify human rights and transfer the principles into the business case.



Remediation and Operational Grievance Mechanisms – Workers and Community

Scope of the Panel

Pillar III of the UNGPs focuses on the access to remedy. It outlines the expectation “that business enterprises should establish or participate in effective operational-level grievance mechanism” (Principle 29). This panel addressed the criteria for effectiveness of company processes for dealing with complaints. CSR Europe presented their work on the topic and Cerrejón their company experience with setting up a grievance mechanism.

CSR Europe

There is a strong business case for addressing complaints of communities or employees at an early stage through establishing a company-level mechanism for receiving and resolving complaints: an effective process ensures a speedy resolution, prevents issues from escalating beyond company control, limits any negative publicity and can serve to improve future processes and policy-making. The UNGPs refer to this process as an “operational-level grievance mechanism” and spell out 8 criteria that indicate the effectiveness of the process.

To support its member companies in identifying scope for improvement of their grievance mechanisms, CSR Europe has developed a benchmarking tool based on the UNGPs effectiveness criteria. The Management of Complaints Assessment tool (MOC-A), links the UNGPs with business processes for addressing complaints from employees and communities impacted by company operations. It was developed through working with CSR Europe member companies and in collaboration and dialogue with experts, including the European Commission, OECD, labour unions and NGOs.

By participating in the benchmark analysis, companies receive an assessment of their level of maturity presented against the performance of the rest of the participating companies. Some of the interim results are available in a draft report currently open for consultations. CSR Europe will continue work on the topic and invites companies to participate in an individual MOC-A assessment.

In addition to the work on grievance mechanisms, in the framework of the “Business and Human Rights” project, CSR Europe is starting work on “Embedding human rights across departments.” The workstream will focus on mapping the relevance of human rights in the work of HR, procurement and the legal department and supporting companies to translate human rights considerations into function-specific processes.

Cerrejón

Cerrejón presented its grievance mechanism to address community complaints to the audience.

The main drivers that brought Cerrejón to implement a grievance mechanism were to tackle the negative impacts on people’s or communities’ rights, prevent escalation of conflicts and give victims remedy according to the company’s duty to respect human rights.

“Putting the Ruggie-Framework and the Guiding Principles into Practice”

The implementation process took two years (2008-2010) during which the company evaluated the mechanisms already in place, consulted with communities, employees and contractors on how they would foresee the mechanism should work. It also decided on key aspects such as its scope, management, operational aspects and the typology of claims it would consider. In the period from 2011 to 2013 the company boosted the coordination among departments and further refined the mechanism (and participated in the MOC-A tool exercise).

In this process the major challenges related to the tendency of the community to privilege this mechanism over others in order to solve historical problems, to the difficulty in perceptions and demands of the community beyond the company’s responsibility, and to the difficulties in decentralized investigation and limited resources.

The major lessons learned refer to the key requirements that have to be taken into account when developing the mechanism: gain management support, including commitment of all areas of the company as a driver for change; plan the budget, time and skilled human resources for the implementation and learning phases; and clearly define principles, criteria, governance, scope, procedures and responsibilities of the mechanism.

For Cerrejón, the grievance mechanism represents a valuable stakeholder engagement tool that helps to improve knowledge on impacts, enable integral solutions and coordinated responses on impacts and improves the company’s reputation.

World Café

During the World Café the participants addressed a number of topics, including the cost of implementing a grievance mechanism, conditions for effective implementation on local level as well as access points and compensation levels. A common consensus between the participants was that the right approach changes on a case-by-case basis, depending on the structure of the company.



Human Rights in the Supply Chain – Addressing Conflict Minerals from Conflict Affected and High-Risk Areas in the Global Supply Chain

Scope of the Panel

The UNGPs define that companies have the responsibility to respect human rights wherever they operate and to avoid adverse impacts on human rights. The basis for this responsibility constitutes an important breakthrough with respect to the relationship of the business with other enterprises such as those in the supply chain. The final panel focused on human rights in the global supply chain. Deutsche Telekom and Hewlett-Packard presented examples of industry collaboration in the ICT sector and specific company programs to trace conflict minerals.

Deutsche Telekom

The Electronic Industry Citizenship Coalition (EICC) brings together the world leading electronic companies, while the Global e-Sustainability Initiative (GeSI) is the coalition of the major ICT companies and organizations. The two organizations are working together to improve social, ethical and environmental responsibility in the global supply chain and to take action in enabling companies to source conflict-free by, for instance, implementing conflict-free smelter (CFS) and due diligence programs.

The CFS Program developed through a multi-stakeholder assessment process an instrument that enables and encourages responsible sourcing of tantalum, tin, gold and tungsten. The result of the process is a list of smelters/refiners that are compliant with the CFS assessment protocol. The focal point of the program is on smelters and refiners. The program focuses on this point because of the small number of companies with less than 500 companies globally. As well the conversion of distinguishable starting material into an indistinguishable product is running. Currently there are 20-30 smelter/refiners companies active in the CFS process.

The aim is to support companies in identifying the suppliers in line with their sourcing approach.



“Putting the Ruggie-Framework and the Guiding Principles into Practice”

Hewlett-Packard

HP has a very complex supply chain with two third of the suppliers based in Asia and multiple tiers. Since 2000, HP has been starting to work on a sustainable supply chain to promote responsible practices and help suppliers to improve social and environmental performance through corporate policy, code of conduct, supplier assessment, supplier audit, corrective action and capability building.

The result was the development of the HP Conflict Minerals Program Leadership, which is also in line with the requirements of the US Dodd-Frank-Act. The Program is based on 4 pillars: supply chain due diligence, support in developing the EICC/GeSI Conflict Free Smelter (CFS) Program, stakeholder engagement, and support to responsible sourcing.

As part of its supply chain due diligence, HP and 6 other companies developed the Electronics Industry Code of Conduct (EICC) which became part of their supplier requirements including responsible sourcing of minerals. HP surveyed its direct suppliers with the EICC/ GeSI Conflict Minerals Reporting Template to understand which smelters belong to their supply chain. Since HP’s supply chain is very large and complex with approximately 400 major smelter/refiner companies, the ultimate goal is to trace to smelters that are certified conflict free.

World Café

The discussion in the World-Café included the Dodd-Frank-Act requirements, the purpose of the EU regulations and the detailed proceeding of the CFS Program. Participants pointed out the challenges for large corporations to improve transparency in long and complex supply chains.



Conclusion and next steps

The high participation rate to the workshop illustrated that at an international, regional and national level, respect for human rights is increasingly becoming a business imperative. There are clear expectations for companies to make a policy commitment, exercise due diligence and engage in remediation, outlined in the UN Guiding Principles on business and human rights.

A number of companies can share good practice examples relating to implementing different aspects of the Ruggie framework. Nevertheless, there is a gap in practical guidance on how to embed human rights into the daily activities of the different departments and how companies can address in an effective way internal and external human rights complaints.

To address this gap, CSR Europe and econsense will continue their collaboration on the Business and human Rights project. Aiming to support member companies in the practical implementation of the UN Guiding Principles, the project will focus on (1) embedding human rights across departments and identifying scope for improvement of company grievance mechanisms.

For more information on the project please contact Mariya Stoyanova at ms@csreurope.org and Jana Heinze at j.heinze@econsense.de, or visit our website at <http://www.csreurope.org/business-and-human-rights>.



About econsense

econsense is an association of leading, globally active companies and organisations of German business specializing in the area of sustainable development and corporate social responsibility (CSR). Founded in 2000 on the initiative of the Federation of German Industries (BDI), the goal of econsense is to provide a dialogue platform and think tank, with the objective of advancing sustainable development in business and assuming social responsibility.

About CSR Europe

CSR Europe is the leading European business network for Corporate Social Responsibility. Through its network of around 70 corporate members and 37 National CSR organisations, it gathers over 5,000 companies, and acts as a platform for those businesses looking to enhance sustainable growth and positively contribute to society. In its mission to bring the CSR agenda forward, CSR Europe goes beyond European borders and cooperates with CSR organisations in other regions across the world.