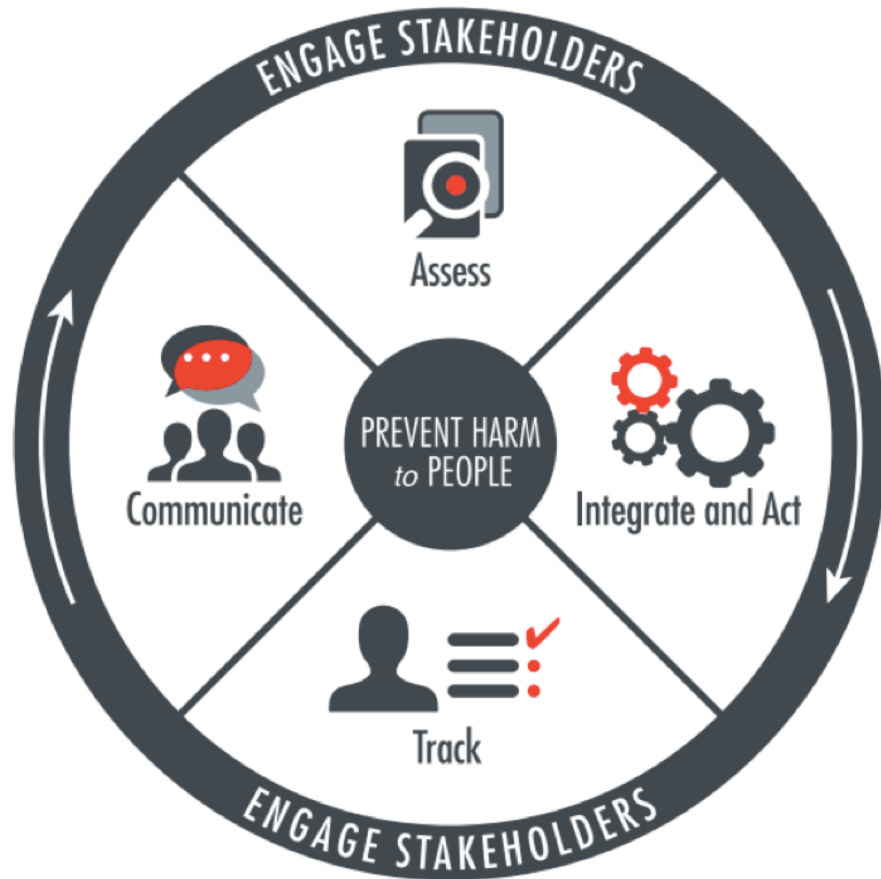


HUMAN RIGHTS DUE DILIGENCE: BEST PRACTICES

Ashley Nancy Reynolds
Business & Human Rights Resource Centre

FOUR CORE COMPONENTS



1

Identifying and assessing

actual or potential adverse human rights impacts that the company may cause, contribute to, or be directly linked to.

2

Taking appropriate action

and integrating findings from impact assessments across relevant company processes.

3

Tracking the effectiveness of measures

in order to assess whether they are working.

4

Communicating with stakeholders

about how impacts are being addressed and showing stakeholders that there are adequate policies and processes in place.

TYPES OF DUE DILIGENCE



**Social Impact
Assessment**



**Human Rights
Impact
Assessment**



**Sector Wide
Impact
Assessment**



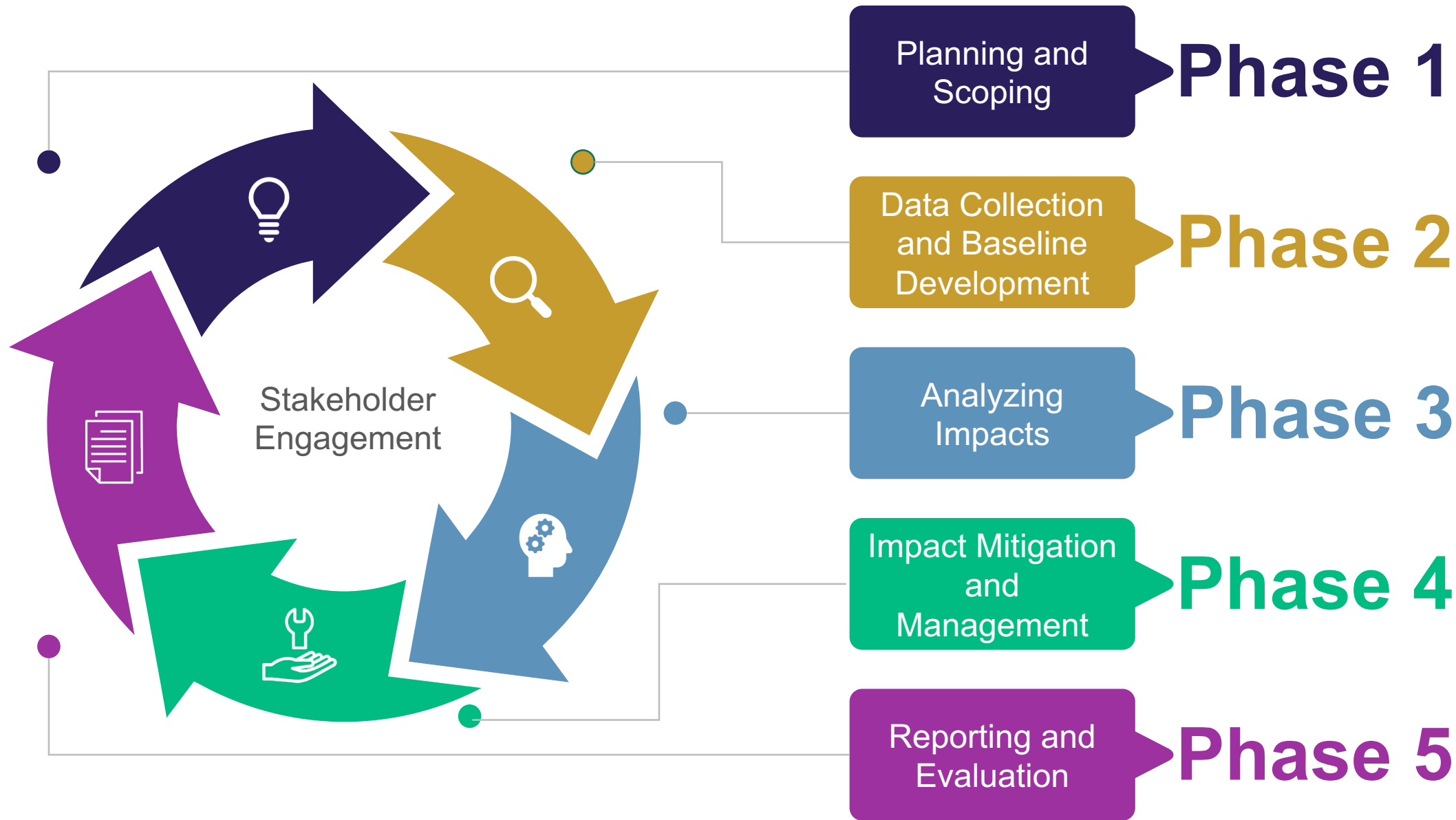
Social Audit



**Human Rights
Risk Assessment**



Other Options



BEST PRACTICES



Meaningful stakeholder engagement in all phases, including mitigation and monitoring



Be proactive rather than reactive; but be flexible to emerging issues



Integrate due diligence and human rights across departments / functions



Establish and update operational-level grievance mechanisms



Ensure the due diligence team is independent and impartial

NESTLÉ

- Mix of different due diligence measures
- Massive, complex supply chains
- Strategic selection of where to do an in-depth human rights impact assessment
- Training all employees in human rights
- Develop governance structure that looks after human rights risks and opportunities
- Partners - DIHR, Fair Labor Association, etc.
- Identified most salient issues to focus on, based on industry and operating environments

<https://www.nestle.com/csv/impact/respecting-human-rights/human-rights-impacts>



ACTIONS FOR STATES

- Human rights due diligence legislation
- Respond to developments in the EU, among international investors, and in international markets
- Build capacity to work on business and human rights -- judiciary, etc.
- Develop resources and materials on HRDD -- what it is, what risks are present, what are obligations, what is the business case
- Consider how to provide assistance to small and medium enterprises

ACTIONS FOR BUSINESSES

- "Just get started"
- Identify risks based on sector and operating contexts, including in the supply chain
- Establish and update operational-level grievance mechanisms
- Ensure there is no pushback against whistleblowers and those who bring complaints forward
- Consider who to partner with and who to consult during the process -- consultants, NGOs, local communities

RESOURCES



**External
Consultants**



**United Nations
Working Group
on Business and
Human Rights**



**NGOs, unions,
and civil society
organizations**



**Businesses and
Business
Networks**



**Business &
Human Rights
Resource Centre**



**Danish Institute
for Human
Rights**