

CSR Europe and Business and Human Rights



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Round Table: Human Rights and Business

New EU definition of CSR

“The responsibility of enterprises for their impacts on society”

EU Strategy on CSR 2011- 2014:

Respect for applicable legislation, and for collective agreements between social partners, is a **prerequisite**

CSR = a process for companies to integrate social, environmental, ethical and **human rights** concerns into their operations and core strategy, in close collaboration with their stakeholders

EU Developments on Business and Human Rights

- EC expects enterprises to **meet the corporate responsibility to respect human rights** as defined in the UN Guiding Principles
- EC invited **EU Member States to develop national plans** for the implementation of the UN Guiding Principles
 - ✓ UK launched their national action plan
 - ✓ Other countries underway: Spain, Italy, France, Netherlands, Sweden, Ireland, Finland, Croatia.
- EC developed **business and human rights guidance**:
 - ✓ For Small and Medium Enterprises
 - ✓ Sector-specific guidance for the following sectors:
 - (1) Oil & Gas sector
 - (2) ICT sector
 - (3) Recruitment and employment agencies
- EC Communication on “**Business and Development**” (expected April 2014)

Click here to access the
EC guides : [LINK](#)

EU legislative proposal on Non-financial Information

Companies concerned:

Large companies

- Average number of employees exceeds 500
and
- The balance sheet total exceeds €20million or the net turnover exceeds €40million

These companies must include in their annual report OR in the review within a consolidated annual report, a **non-financial statement**

CONTENTS of non-financial statement		
Information must relate to the company's policies, results and risk-related aspects on at least:	May rely on national, EU-based or international frameworks , such as:	Include statutory audits...
• Environmental aspects • Social & employee-related matters • Respect of human rights • Anti-corruption and bribery aspects	• UNGC • ISO 26000 • ILO Declaration • GRI • EMAS • German Sustainability Code (DNK) •	Should contain an opinion concerning the consistency or otherwise of the annual report, including non-financial information, with the annual accounts for the same financial year
COMPLY or EXPLAIN		
Where a company does not apply policies in one or more of these areas, the company shall provide a reasoned explanation for not doing so.		

EU and Conflict minerals

On 27 March 2013, DG Trade started a **public consultation on “conflict minerals”**, aiming to identify potential EU initiative for responsible sourcing of minerals coming from conflict / high risk areas, e.g. war zones like DRC

➤ **EC will decide whether to complement and/or continue on-going due diligence initiatives addressing supply chain transparency**

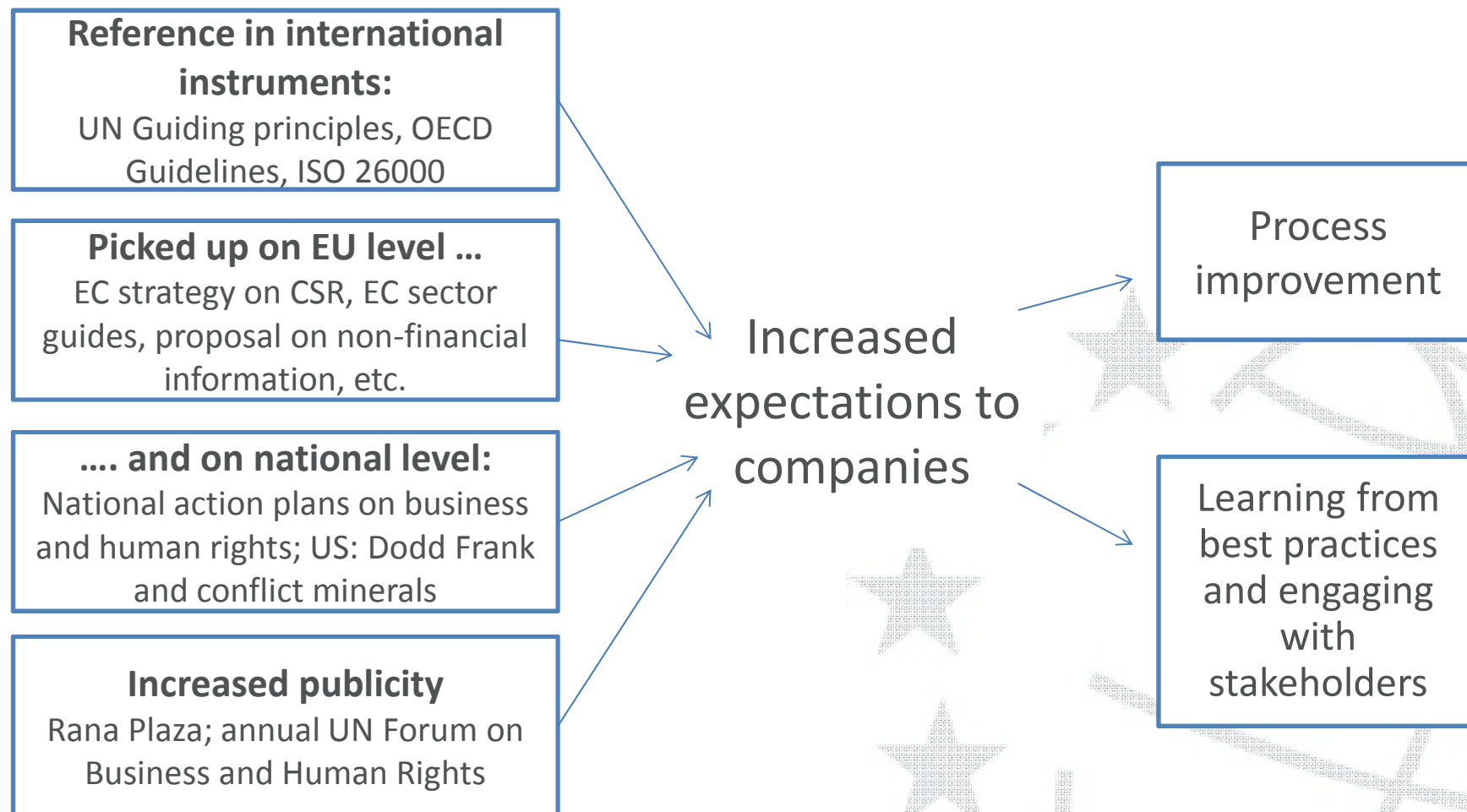
- **EU objectives:**

- Support free and responsible sourcing of minerals at reasonable price
- Avoid financing of conflicts of other areas in the world
- Ensure the security of supply of EU operators
- Enable information along the supply chain
- Contribute to good governance in high risk regions

- **Developments and next steps:**

- Public consultation closed on 26 June 2013
- Communication on conflict minerals

Increased expectations



What CSR Europe does?

Human Rights and the Supply Chains

* Portal for responsible supply chains



* Sustainable supply chains portal with UNGC



* Automotive working group for supply chains sustainability [more info](#)

Management of Complaints Assessment



[more info](#)

Embedding Human Rights: a function-specific approach

- Human Resources
- Procurement
- Risk management

[more info](#)

Stakeholder dialogues



[more info](#)

Business and Human Rights project

Two work streams

(1) Embedding Human Rights

Why participate:

- Understand the relevance of human rights across departments – HR, procurement and legal/ risk management
- Translate human rights into function-specific processes

Upcoming tools:

- Department-specific tools e.g. training, guidance materials

(2) Management of Complaints

Why participate:

- Assess the effectiveness of current company processes for addressing complaints from employees and/or communities.
- Learn from a set of best practices and tools

Available tools

- MOC-A: Management of Complaints Assessment tool
- Publication on company mechanisms for Addressing Human Rights Complaints

within one learning network on business and human rights

European Hub on Business and Human Rights: What's in it for companies

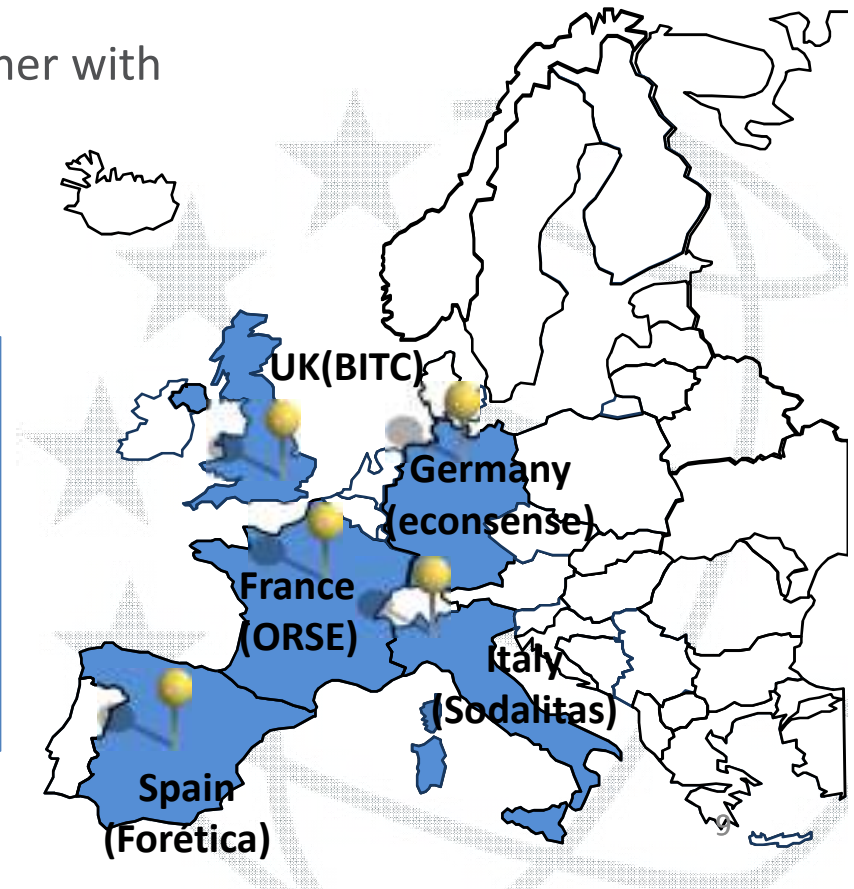
- ✓ Raise awareness on available tools (UNGPs, EC sector guides)
- ✓ Exchange knowledge, learn from peers and experts and share best practices in the framework of regular workshops or webinars
- ✓ Incubate solutions on identified gaps together with peers and experts
- ✓ Share good practices compiled for peer-to-peer learning

Workshops held in 2013:

79 companies across Europe participated in 5 sessions delivered with national partners:

Paris (18 Oct), Madrid (12 Nov), Milan (20 Nov), Berlin (20 Nov), London (28 Nov)

→ **Form a network of companies and NPOs**





European Hub on Business and Human Rights: **Purpose**

- ✓ **Enhance collaboration with National Partner Organisations and their member companies across Europe** creating a unique network of business professionals and experts
- ✓ Coordinate approaches and actions to **address the gap in practical guidance for companies dealing with human rights**, adapting them to national contexts and expectations
- ✓ Reach out to **CSR, Human Resources, Procurement and Risk Assessment professionals within companies** to promote cross-sectorial and peer-to-peer knowledge exchange
- ✓ **Provide access to expertise, learning opportunities, and best practice sharing** to a wide network of practitioners, building a stronger connection between European and national levels

European Hub on Business and Human Rights: Timeline



European Hub on Business and Human Rights: **Activities**

1. Local workshops: kick-off

2. Webinar series

3. Local workshops: Function-specific

Feb-Sept 2014

Purpose:

- Identify how human rights relate to the work of different department
- Gather insights on function-specific expectations, mapped against current practice
- Learn from good practice examples

Upcoming webinars:

- Internal Organisation of Human Rights (28 April)
- Human Resources & HuRi (21 May)
- Procurement & HuRi (18 June)
- Risk management & HuRi (September)



European Hub on Business and Human Rights: Activities

1. Local workshops: kick-off

2. Webinar series

**3. Local workshops:
Function-specific**

Sept-Dec 2014

Functions:

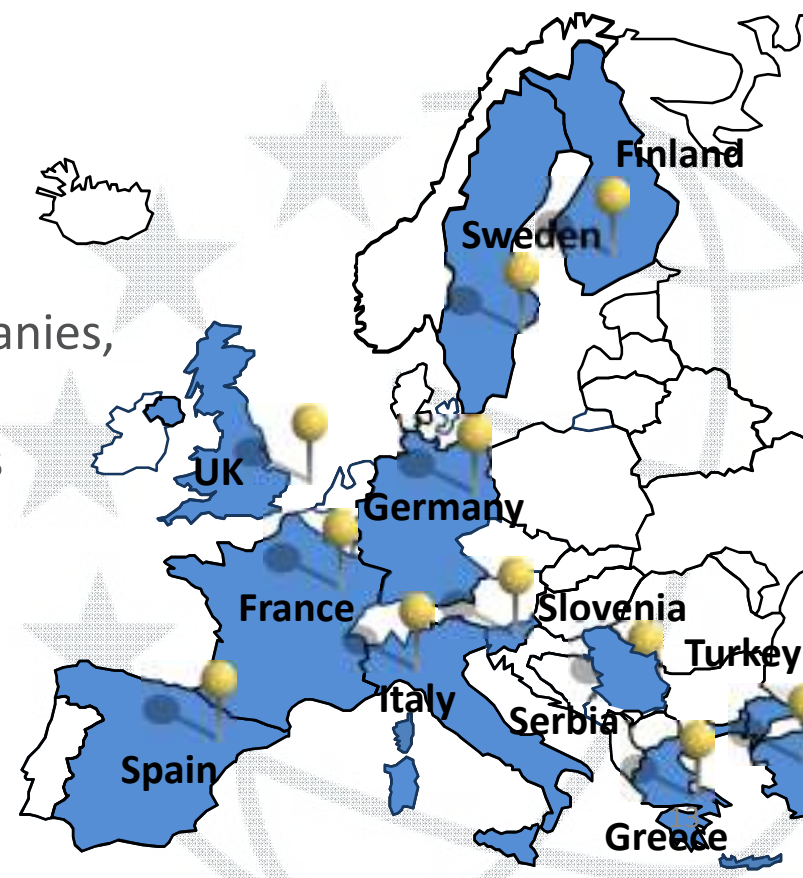
Human Resources, Procurement, Risk Assessment, CSR/ Sustainability

Purpose:

- In-depth function-specific discussion on human rights.
- Discuss department practices across companies, identify challenges and best practices
- Enhance human rights conversation across departments.

Approach:

One-day local meeting delivered with national partners across Europe.



Business and Human Rights project

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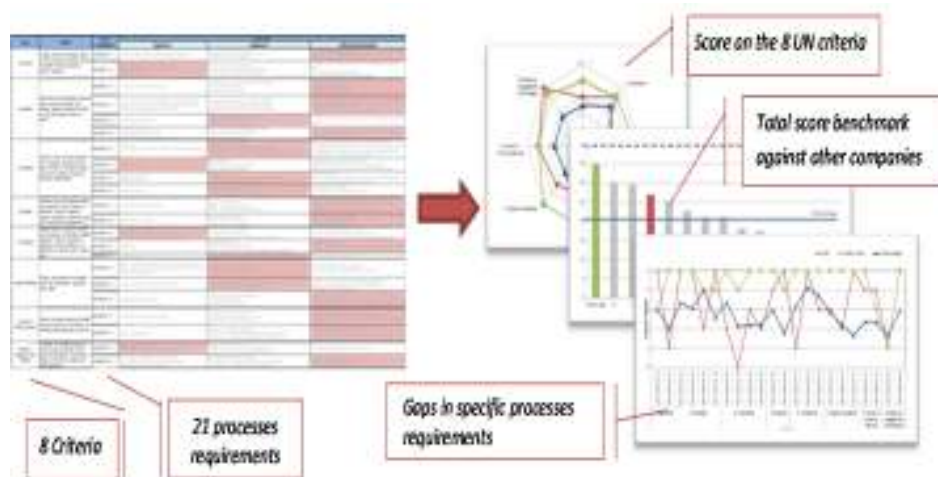
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within one learning network on business and human rights

Management of Complaints Assessment (MOC-A): Approach

Individual assessment in confidential setting

- ✓ How effective is your process for dealing with complaints coming from the workforce and/ or communities impacted by business operations?
- ✓ How do you perform in relation to peers?
- ✓ Where are your gaps?



CSR Europe's approach:

- Assessments are based on phone interviews conducted by CSR Europe staff
- Information is kept strictly confidential throughout the process
- Participants receive individual assessment and benchmark against peers
- Open to all companies, free of charge for CSR Europe members

Developments on Business and Human Rights across Europe

*“The EU encourages and contributes to the implementation of the UN Guiding Principles on Business and Human Rights, by **including business and human rights concerns in the EU Strategy for Corporate Social Responsibility 2011-2014...** invites Member States to develop a national plan for the implementation of the UNGPs”*



The ***state of art*** on the developments across Europe on national action plans on business and human rights (from a 2013 EC survey):

- Stand-alone action plan: UK, Spain, Italy, France, Denmark, Finland, Croatia, Netherlands, Sweden, Ireland
- As part of CSR national action plan: Austria, Bulgaria, Cyprus, Czech Republic, Estonia, Lithuania, Malta, Portugal, Romania, Slovenia, Germany
- No intention to develop: Hungary, Slovakia, Latvia
- Not responded to the survey: Belgium, Greece, Luxembourg

Examples of implementation and uses

- ✓ **UK** → First European country to present a National Action Plan (Sept 2013)
- ✓ **Netherlands** → National Action Plan on business & human rights published in December 2013
- ✓ **Denmark** → The Ministry for Business and Growth & Ministry of Foreign Affairs released in February 2014 the Danish National Action Plan on the implementation of the UN Guiding Principles on Business and Human Rights published
- ✓ **Spain** and **Italy** have published first drafts. Now open for stakeholders' consultation → final approval expected in 2014
- ✓ **Germany, Ireland, Italy, Norway** → Released report/analysis of state of art at national level with recommendations on next steps towards implementation
- ✓ **Finland** → government established a working group to draft its NAP and to report on progress by March 2014
- ✓ **France** → government requested La Commission Nationale Consultative des Droits de L'Homme (CNCDH) to develop recommendations on national implementation of the UNGPs

Thank you for your attention!

For more information:

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