

Social Responsibility in Business

Focus on Human Rights

August 2020, Kuala Lumpur



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With you today

Speakers from Deloitte United Nations and Sustainability Team (DUNAS)



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Deloitte United Nations and
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- Leading the development of Sustainability Risk Management (SRM) methodologies taking into account SDG and ESG dimensions, as well as partnerships between United Nations and the Private sector
- Deloitte United Nations Team Leader in Asia Pacific
- 10+ years of experience working with the United Nations in various areas such as capacity-building, training, audit, and monitoring & evaluation
- Joined Deloitte in Southeast Asia from Switzerland, having specialised in Strategic Governance and Risk Management





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- Qualified to practice law in India with 7 years of experience primarily in dispute resolution and legal advisory.
- Worked on social issues of gender justice (such as covering the 2012-Delhi gang rape case), juvenile delinquency, civil rights and judicial delay. Her work was also awarded the 'Laadli' award for gender sensitivity (co-funded by UNFPA).
- Co-created methodology for stakeholder mapping to create Sustainable Development Goals (SDG)-synergistic multi-sectoral partnerships between non-profit and private sector players

Contents

01	Overview of business and human rights	4
02	Applying a human rights-lens to your business operations	10
	Closeout - Q&A	15
	Contact us	16



Why is there a need to focus on human rights?

Understanding human rights considerations and its interplay with business is vital from a compliance point of view and relevant to secure long-term growth

This short webinar is designed to introduce a broad overview of human rights, regulatory landscape, normative guidance as well as its relevance to responsible business practices

Some human rights issues

Health and safety	Employee discrimination	Modern slavery	Child labour
Indigenous people's rights	Human trafficking	Collective bargaining	Fair wages
Vulnerable communities	Land acquisition and resettlement	Ethical raw material sourcing	Safety and security
Working conditions	Bonded labour	Pay inequity	Sexual harassment

Taking action to address this social responsibility can protect businesses from possible harm to operations, improve integrity and quality of supply chains, improve investor and consumer confidence and financing opportunities, and lead to greater access to business opportunities



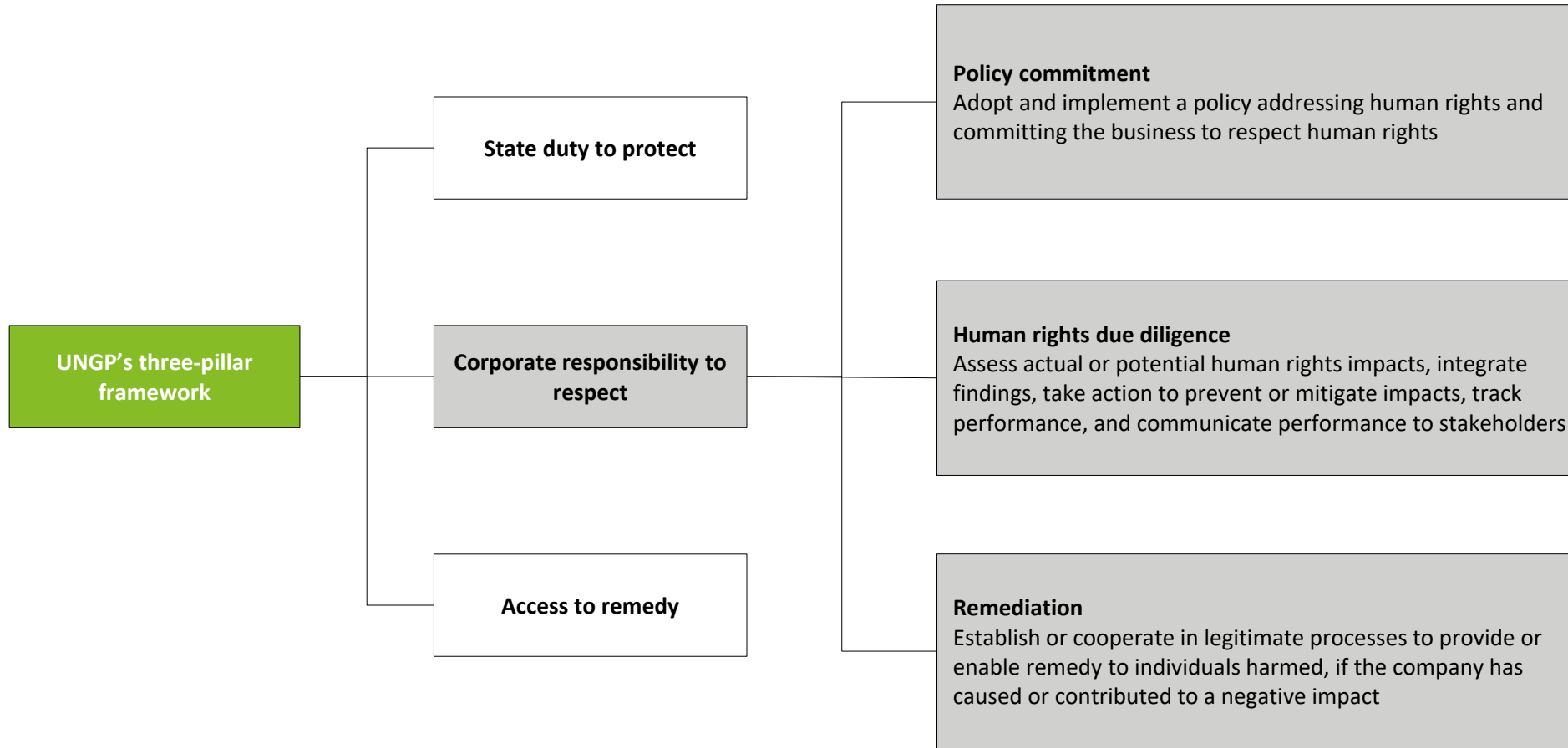
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What guides business and human rights?

United Nations Guiding Principles (UNGPs) is the authoritative global standard for preventing and addressing the risk of adverse human rights impacts linked to business activity



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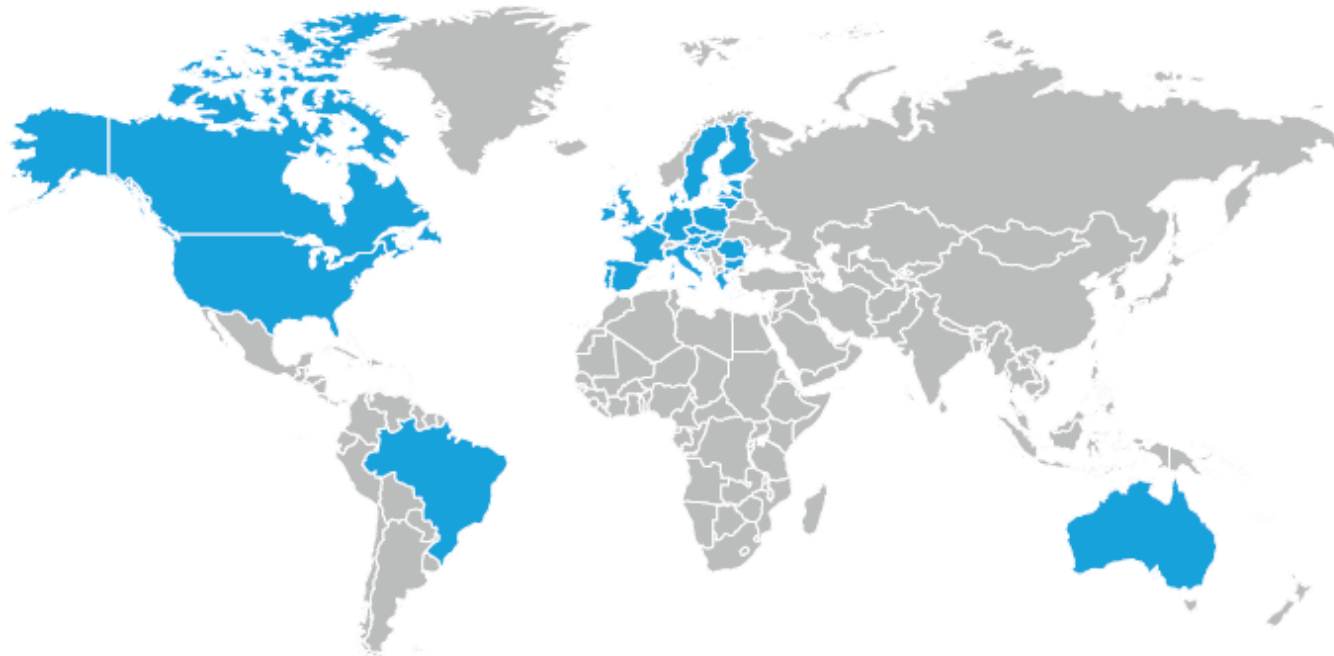


What are the regulatory changes in the global landscape?

Mandatory disclosure and due diligence laws that extend across global supply chains came into effect

Existing and upcoming legislations related to modern slavery and human rights

- The **UK Modern Slavery Act** (2015)
- The **Canadian Modern Slavery Act** (tabled 2018)
- The **U.S.A. Corporate Human Rights Risk Assessment, Prevention, and Mitigation Act** of 2019 (tabled 2019)
- The **Brazil Ministry of Labor and Employment (MTE) Decree No. 540/2004** (2004)



- The **Dutch Child Labour Due Diligence Law** (2019)
- The **French Corporate Duty of Vigilance Law** (2017)
- The **European Union Regulation on Conflict Minerals** (2021)
- The **Australian Modern Slavery Act** (2018)



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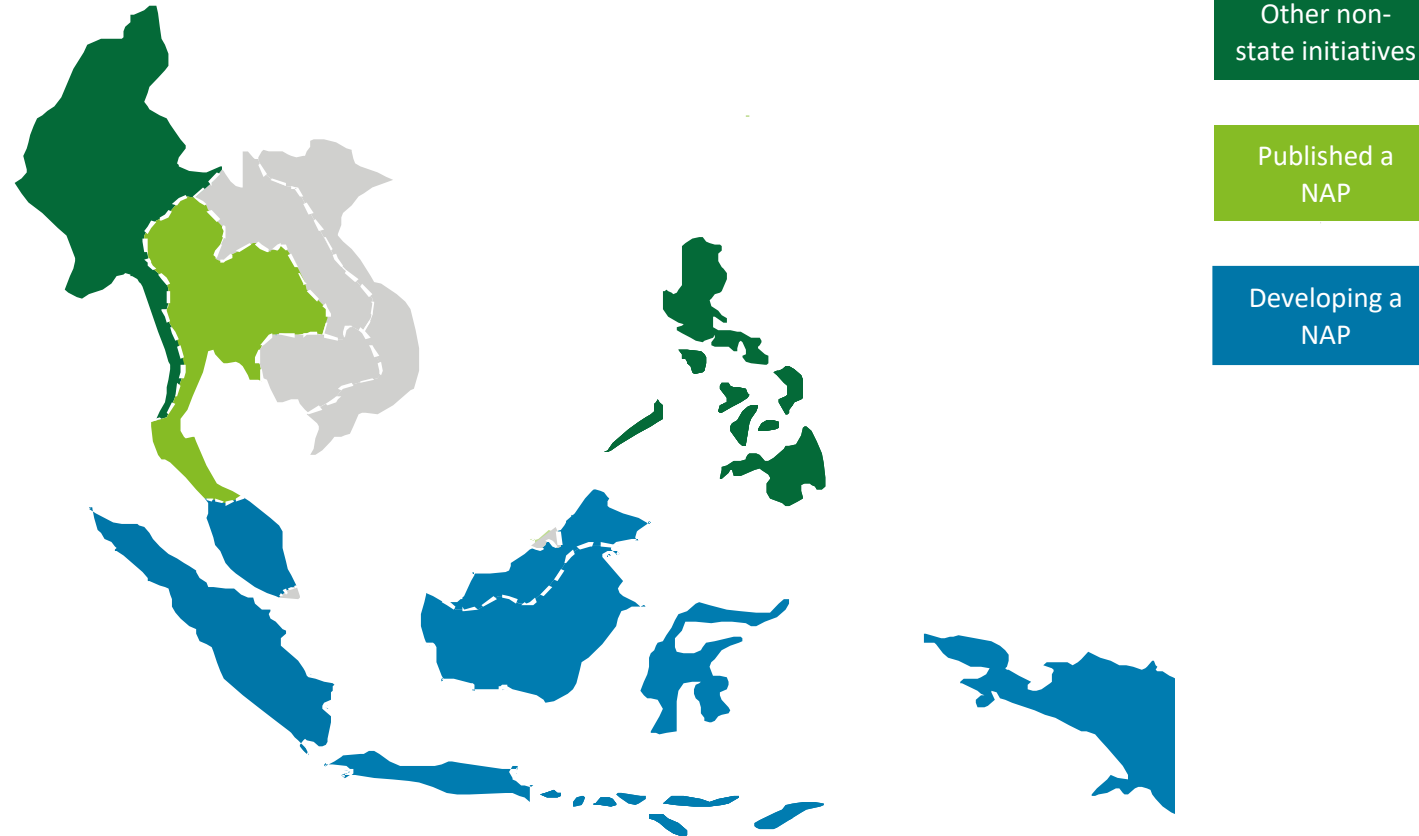


What are the upcoming regulatory changes in the local landscape?

Malaysia is currently developing a National Action Plan (NAP) on business and human rights

- The Government made a commitment to develop a National Action Plan (NAP) on Business and Human Rights in March, 2015
- SUHAKAM (the National Human Rights Commission of Malaysia) produced the Strategic Framework for a National Action Plan on Business and Human Rights which was based on the UN Guiding Principles
- In June, 2019, a cabinet decision was formally announced to launch a process to develop the business and human rights NAP

Regional Progress on National Action Plans (NAPs)



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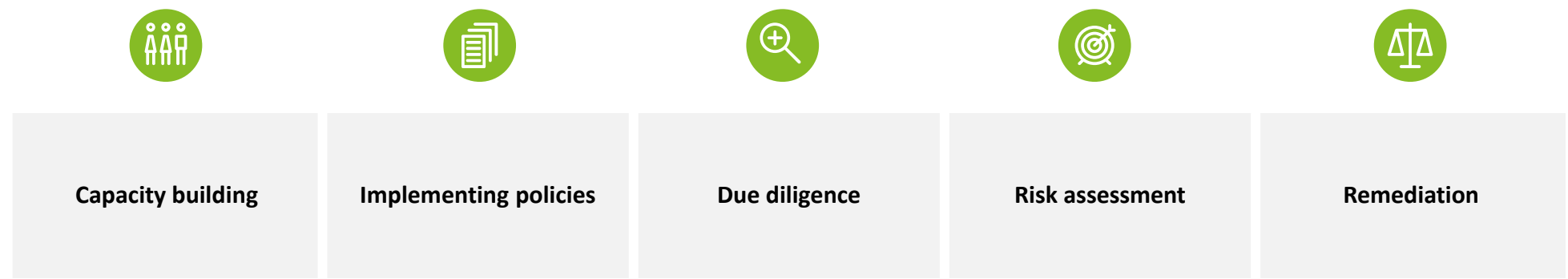


How would you apply a human rights-lens to your business operations?

Compelling reasons driving a rights-based approach to business

Moral	Commercial benefits	Social licence	Legal
<ul style="list-style-type: none">All companies have the responsibility to respect human rights and to address adverse impacts when they occur as set out in the UNGPs	<ul style="list-style-type: none">Companies that respect human rights may gain commercial benefits e.g., attracting investment, procurement, top-quality recruits, and reputational benefits	<ul style="list-style-type: none">Companies that respect human rights earn and secure their 'social licence to operate', and avoid potentially costly company - community conflicts	<ul style="list-style-type: none">Companies can avoid potential legal conflicts ahead of time by knowing norms and legal doctrines on corporate liability and human rights obligations

Defining action steps



What are some examples from top international companies?

These companies are staying ahead of the curve by upholding and articulating their commitment towards human rights

The companies below have explicitly expressed their commitment to upholding human rights through disclosing their human rights assessments reports, which were made publicly available on the website of Business & Human Rights Resource Centre (BHRRRC).



Danish dairy firm, Arla Foods, published human rights impact assessments in Nigeria & Senegal in 2015 and **conducted human rights due diligence** for its operations in Indonesia in 2017.



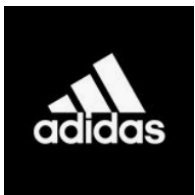
Apart from engaging in human rights workshops, Unilever **publishes its Human Rights Progress Reports** (since 2017) focusing on eight of its salient human rights issues.



Coca-Cola has been submitting to the Corporate Human Rights Benchmark disclosure platform since 2013 and facilitates approximately **2,500 third-party audits at company and supplier sites to evaluate compliance with their human rights policy.**



Nestle has been **assessing human rights impacts in its businesses since 2013.** In 2017, they published the Labor Rights Roadmap to map priority commodities to responsible sourcing.



Adidas Group was **selected for inclusion since the 2016 Corporate Human Rights Benchmark pilot.** It partnered with (IOM)-Corporate Responsibility in a programme to **develop a modern slavery and forced labor training toolkit which got embedded in its workplace standards.**



Gap **publishes its approved list of facilities twice a year to promote transparency and its supplier sustainability team monitors each of the facilities** disclosed on the list, and publishes detailed data on such assessments, findings and resolution processes.



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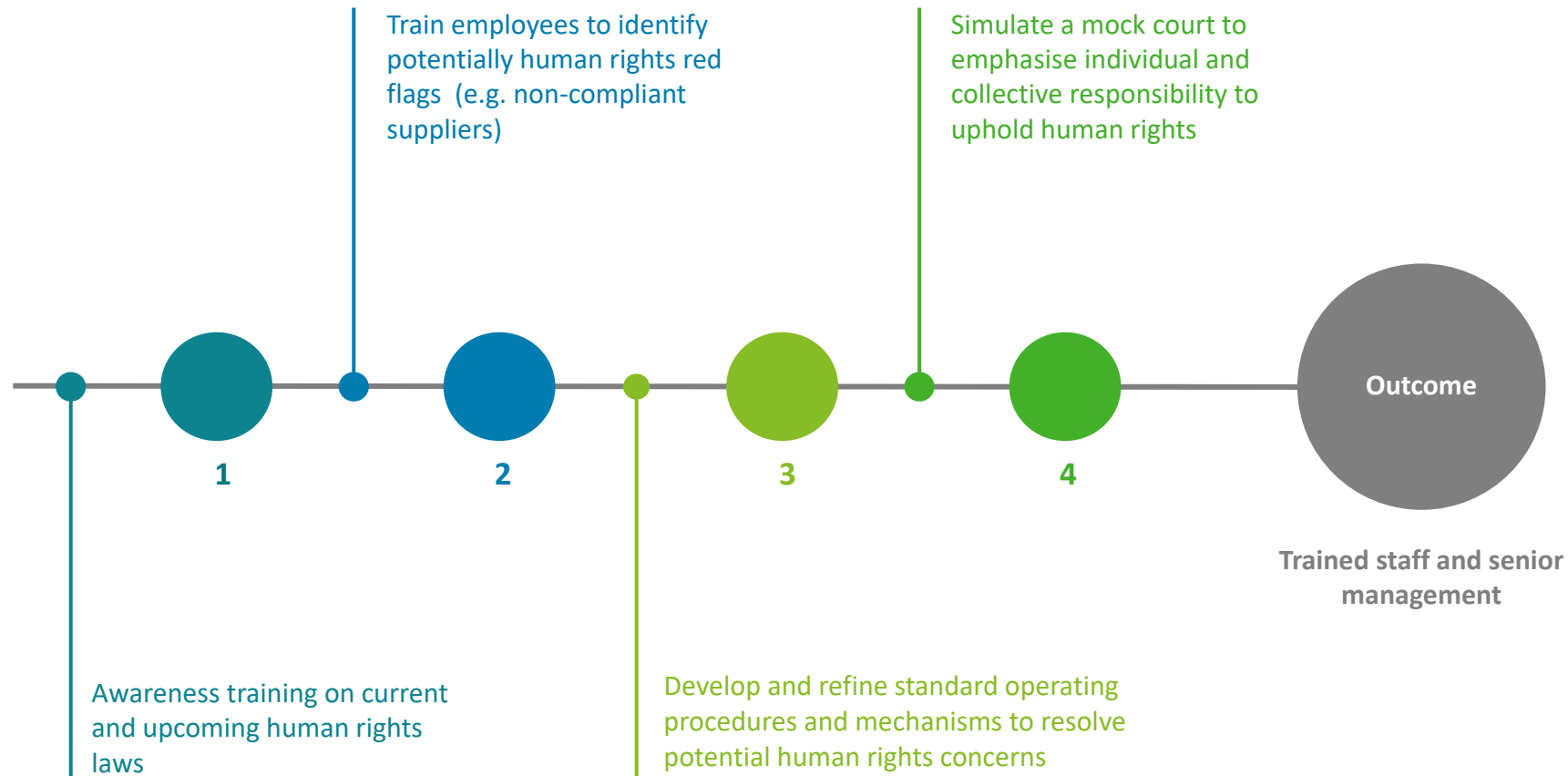
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Having staff and management trained on human rights helps build internal buy-in

Starting with building capacity to internalise the principles of human rights

Roadmap for capacity-building



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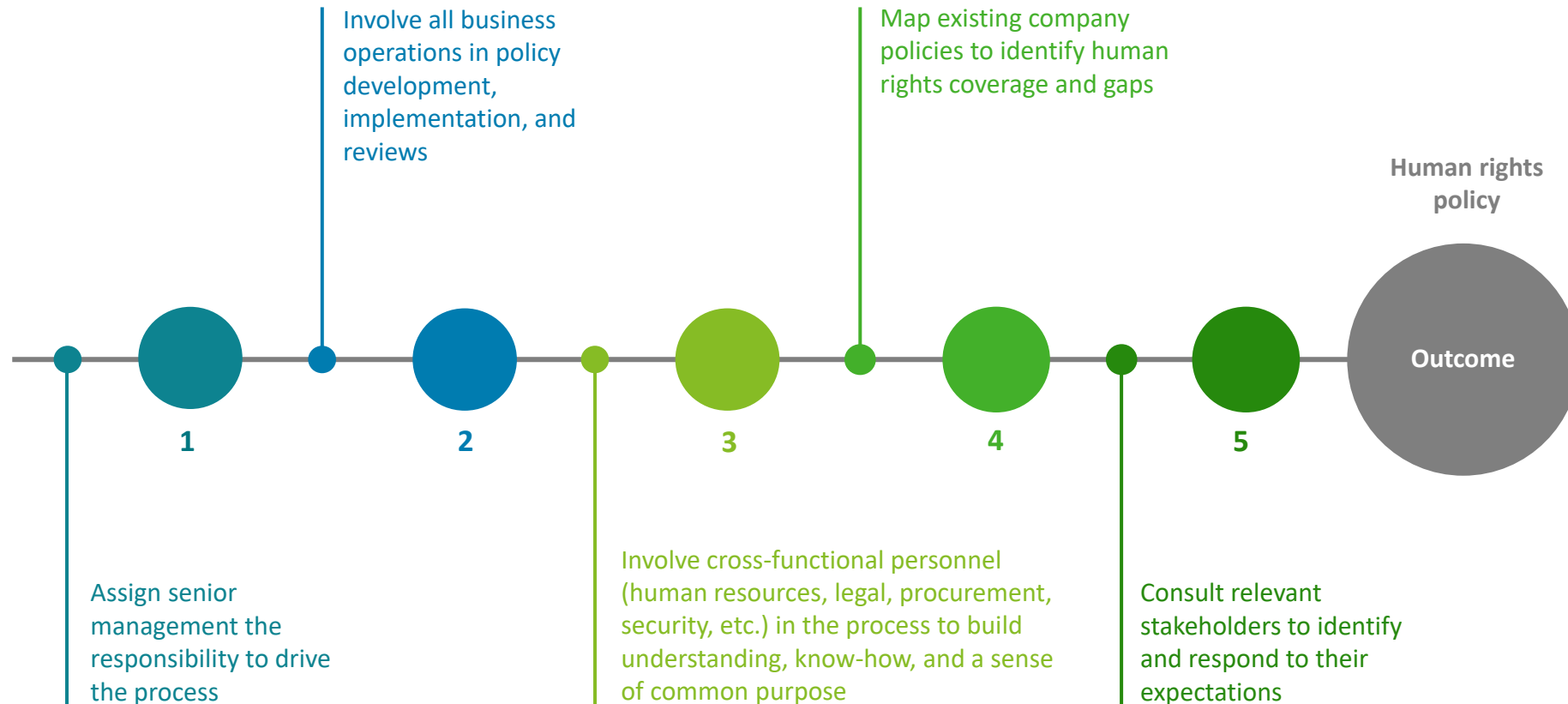
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Clear and standardised operating procedures facilitate risk mitigation

Having inclusive and cogent policies will improve adherence to social responsibility

Roadmap for implementing policies



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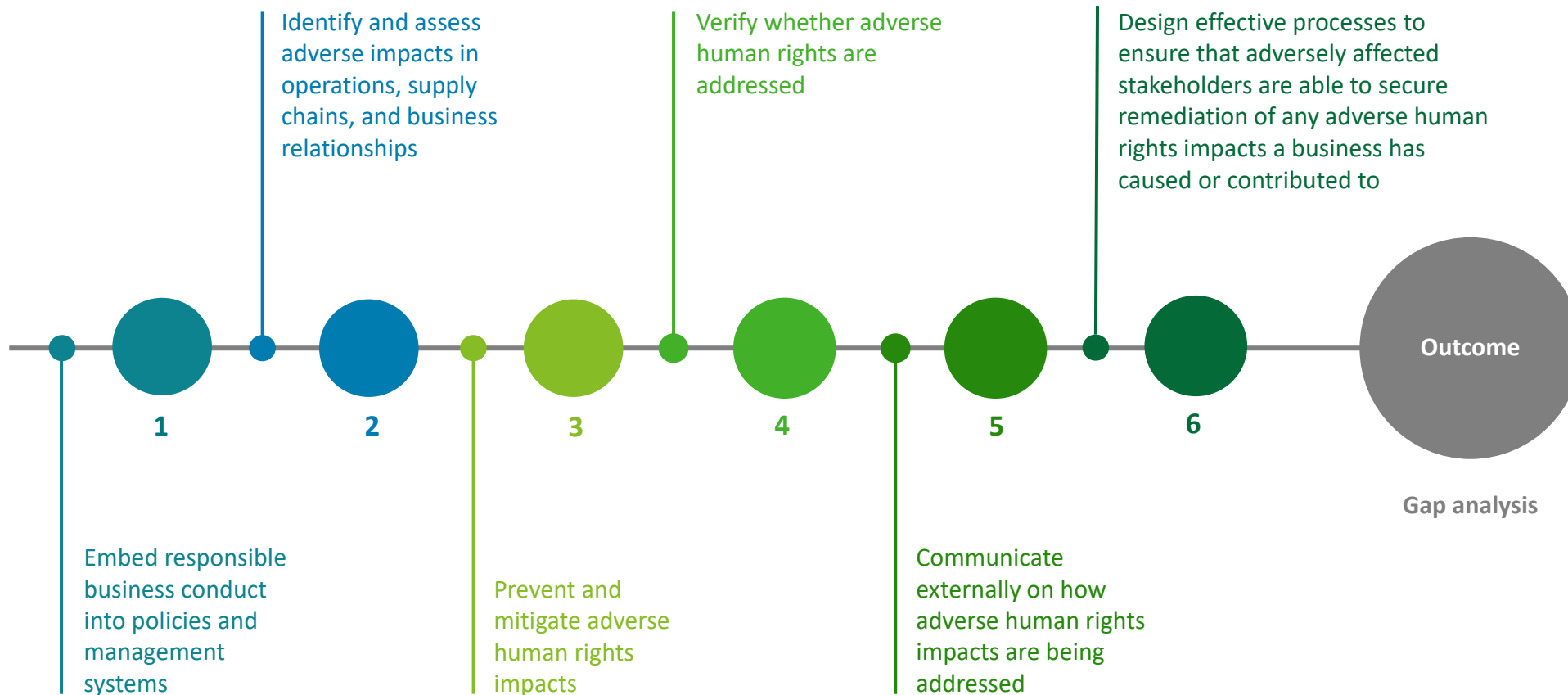
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Iterative due diligence exercises help understand the scale of impact

Undertaking due diligences to understand who are affected and how they are affected

Roadmap for due diligence



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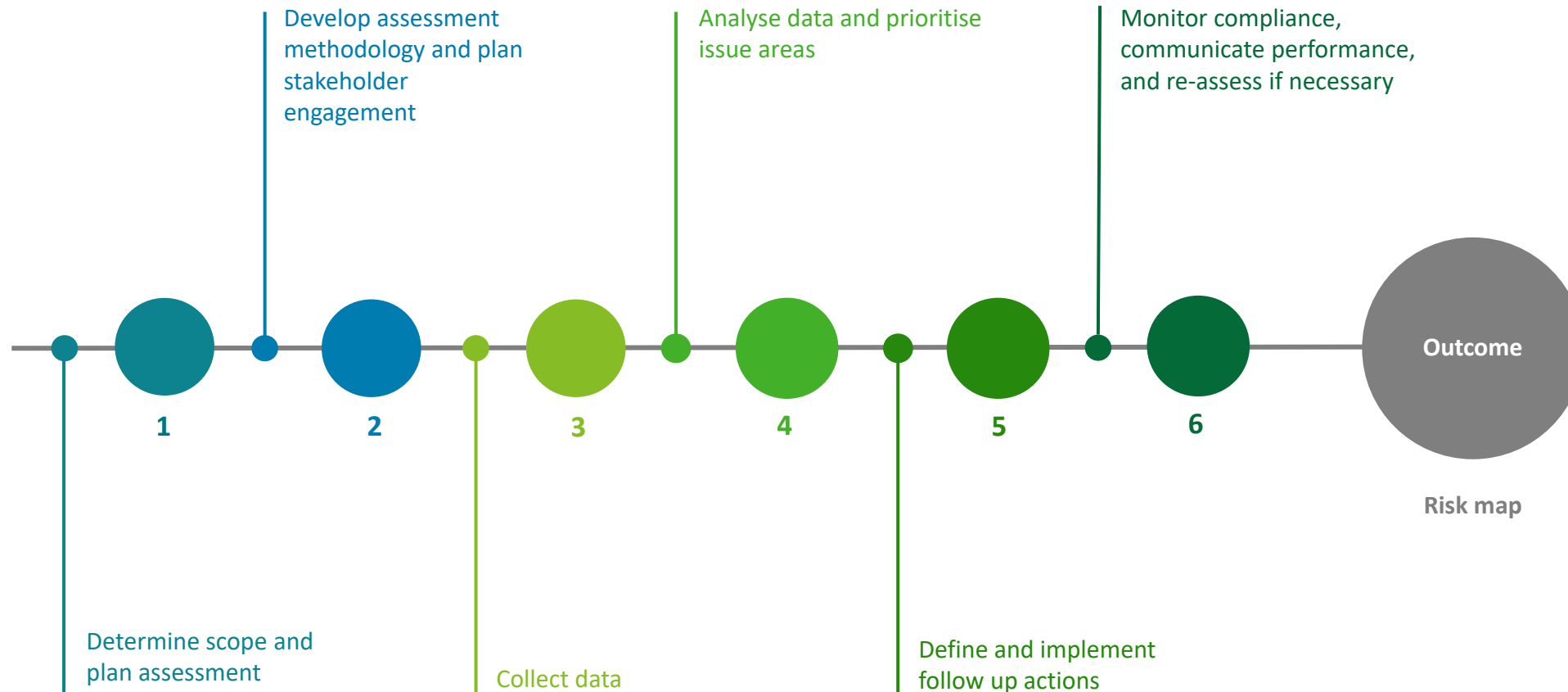
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Risk identification and prioritisation are vital for mitigation

Analysing risk to test the efficiency of organisations' control mechanisms

Roadmap for risk assessment



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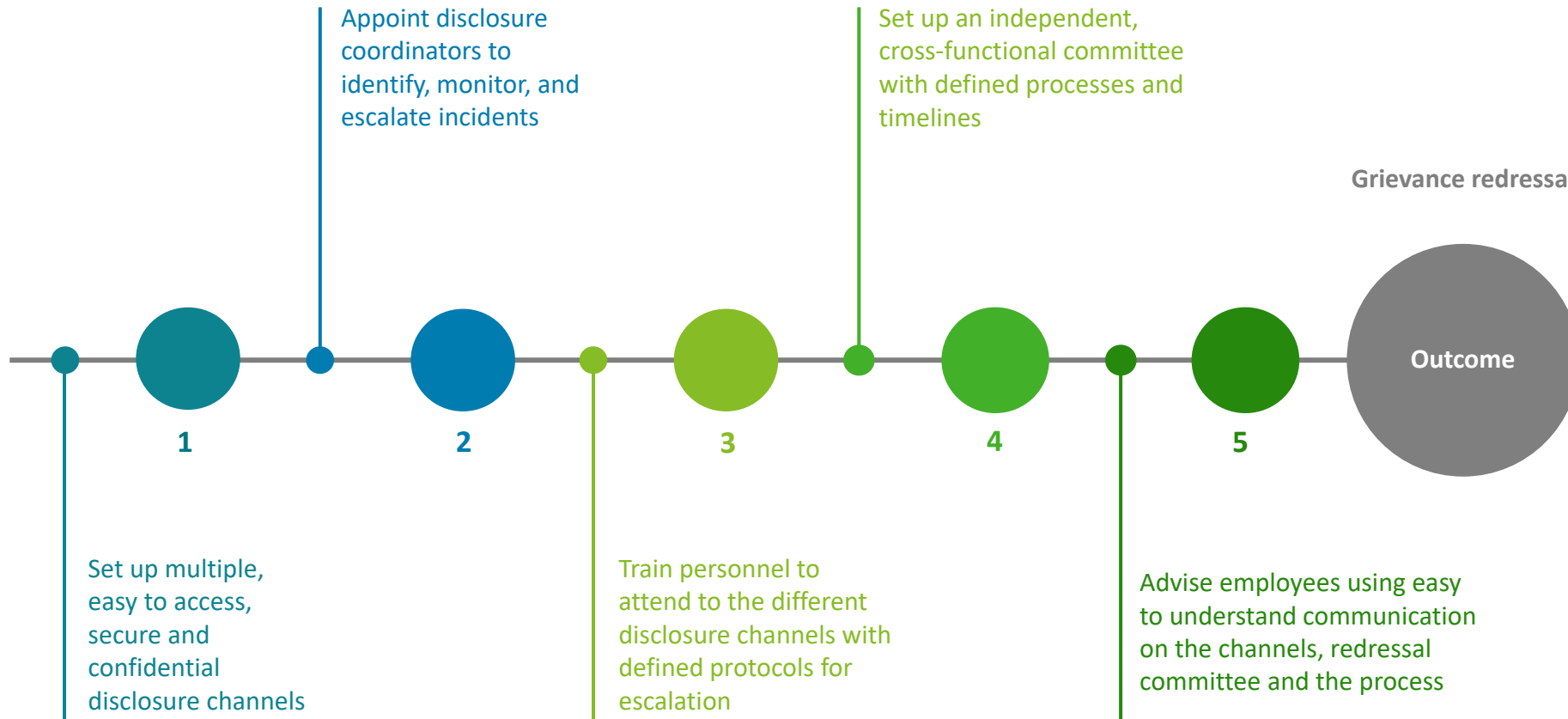
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Disclosure channels provide safe passages for timely escalation and redressal

Providing redressal mechanisms and disclosure channels establishes organisations' commitment towards their social responsibility

Roadmap for remediation



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Q&A

We welcome your questions





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Connect with us today.

We are looking forward to having a
conversation with you to address your
priorities

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