



RESPONSIBLE
SUPPLY CHAINS
& HUMAN RIGHTS



RJC Code of Practices 2013

Human Rights

COP 6 - Training Module - November 2013

Outline

1. What are Human Rights?
2. UN Guiding Principles on Business and Human Rights
3. RJC Code of Practices requirements
 - ✓ Policy statement
 - ✓ Human Rights Due Diligence
 - ✓ Remediation
4. Human Rights Due Diligence Toolkit

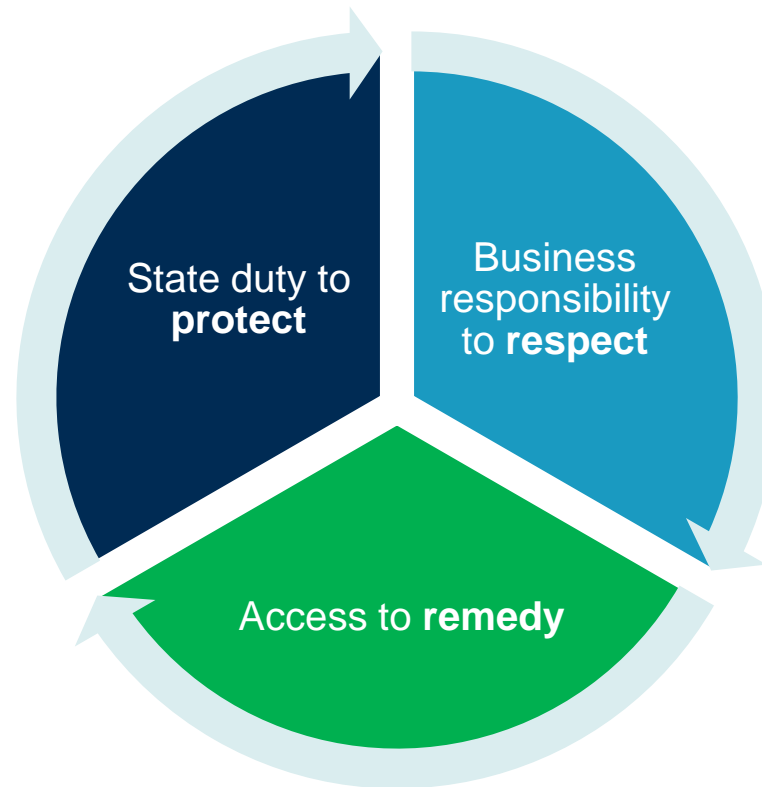


Human Rights

- Universal rights and freedoms
- Belonging to all people without discrimination
- Based on internationally recognised standards and law
- Relevant to all businesses, regardless of size, sector or country of operation



UN Guiding Principles on Business and Human Rights (2011)



RJC Code of Practices 2013

- COP revision incorporates business responsibility to **respect** from UN Guiding Principles on Business and Human Rights.
 - Written policy on human rights (COP 6.1a)
 - Human Rights Due Diligence Process (COP 6.1b)
 - Remediation process, where this identifies human rights impacts (COP 6.1c)

COP 6.1a: Written policy to respect human rights

The policy statement can be a stand-alone policy or incorporated in the COP **Policy and Implementation** requirement.

The policy statement should be:

- Appropriate to your size and circumstances
- Approved at senior levels of the company
- Informed by internal and/or external expertise, as appropriate
- Clear on expectations of employees, contractors and business partners
- Publically available
- Reflected in operational policies and procedures.

COP 6.1b: Human Rights Due Diligence

In general terms, a Member exercises due diligence by taking **a proactive approach** to managing the Human Rights related risks of its operations and activities.



Help from RJC:

- *COP Standards Guidance*
- *Human Rights Working Group - open to all Members*
- ***Human Rights Due Diligence Toolkit (Excel)***

Due Diligence: How much is enough?

The RJC Toolkit has been designed to fulfil the requirements of the Code of Practices for a Human Rights Due Diligence process (COP 6.1b). Members are however free to use their own approach, as appropriate to their circumstances.

The Toolkit is likely to be most useful for:

- small to medium enterprises,
- low human rights risks, and/or
- those undertaking Human Rights Due Diligence for the first time.

However it can be used by any kind of business, and supplemented where needed with more detailed risk tools such as the RJC Risk Assessment Toolkit or in-house processes.

Human Rights Due Diligence - overview

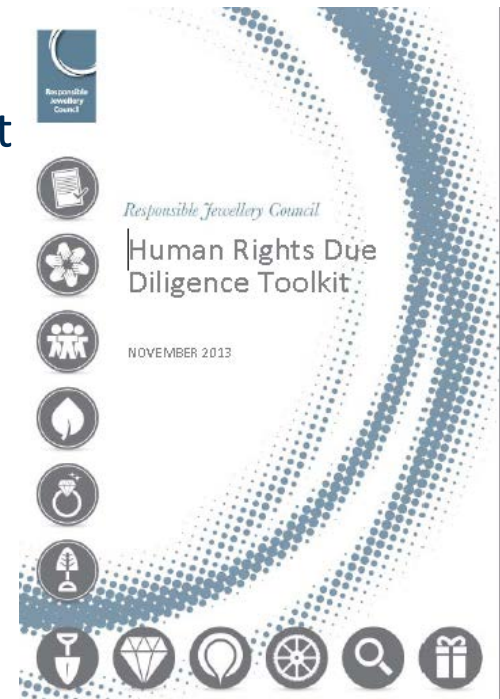
- Should cover adverse human rights impacts that:
 - the business may cause or contribute to through its own activities
 - may be directly linked to its operations, products or services by its business relationships.
- Will vary in complexity with the size of the business enterprise, the risk of severe human rights impacts, and the nature and context of its operations.
- Should be regularly updated, for example when starting a significant new activity or business relationship, recognizing that the human rights risks may change over time.

Which Human Rights?

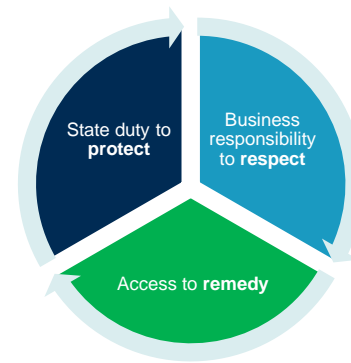
Labour Rights and Working Conditions <i>•use the toolkit to confirm implementation of these core human rights-related COP requirements</i>	Responsible Supply Chains and Human Rights <i>•use the toolkit to review human rights risks with business partners and challenging situations</i>	General Requirements <i>•consider how well human rights considerations have been integrated in business systems</i>
General Employment Terms (COP 13)	Business Partners (COP 5)	Legal Compliance (COP 1)
Child Labour (COP 17)	Conflict-Affected Areas (COP 6.2)	Policy and Implementation (COP 2)
Forced Labour (COP 18)	Sourcing from Artisanal and Small-Scale Mining (COP 7)	Reporting (COP 3)
Freedom of Association and Collective Bargaining (COP 19)	Security (COP 11)	
Non-Discrimination (COP 20)	Other supply-chain specific risks	
Other business-specific risks		

RJC Human Rights Due Diligence Toolkit

- Microsoft Excel™ based toolkit with guidance and simple to use features.
- Includes 20 Human Rights indicators that allow you to check for human rights risks. These are cross-referenced to related parts of the 2013 Code of Practices.
- Based on your assessment, the Toolkit will make recommendations for further action to address risks.
- An Action Plan Template is integrated into the Toolkit.



COP 6.1c: Remediation



- Applies if your company has caused or contributed to an adverse human rights impact. Recognition of your involvement may have come from your own assessment or it may have been brought to your attention by others.
- The remediation process should be prioritised based on the severity of the identified adverse human rights impacts.
- Remediation can take many forms: acknowledgement and apology, undertaking steps to ensure the harm cannot recur, compensation (financial or other) for the harm, ceasing the activity or relationship, or some other form of remedy agreed by the parties.
- It may be appropriate for remediation to be provided by an entity other than the company, such as a government agency or court.

Human Rights – an umbrella concept

