A Human Rights Management Framework

I GETTING STARTED

Develop your company’s business case for human rights

Make use of existing human rights resources and guidance materials, available on platforms like www.business-humanrights.org

Understand the implications of the first two principles of the UN Global Compact: to support and respect human rights

within your business and your sphere of influence, and to

use the term “human rights” within policy statements and refer to

international agreements, especially the Universal Declaration of

Human Rights and ILO core conventions

II STRATEGY

Find out what you are already doing on human rights e.g. under health and safety

Identify risks and opportunities and priorities for action, including by:

• Considering – in collaboration with operational colleagues – the nature

and scope of the company’s human rights impacts and responsibilities in

relation to core business and supply chain activities, and across operations

• Comparing current performance against industry standards and best

practice

• Conducting a human rights risk or impact assessment, eg. using the IBLF/

IFC/UNGC Human Rights Impact Assessment Guide, the BLIHR Matrix, or

the Danish Institute’s Human Rights Compliance Assessment Tool

• Identifying any past human rights challenges for the company and feeding

lessons into future decision-making

• Prioritising the key human rights objectives for the company

Assign senior management/board level responsibility for the

implementation of the company’s human rights strategy

III POLICY

Use the term “human rights” within policy statements and refer to

international agreements, especially the Universal Declaration of

Human Rights and ILO core conventions

Include human rights in your existing policies

Develop specific human rights policies where appropriate

Develop local policies that align with global policies to meet local

situations

Publish policies internally and externally and apply policies globally

VIII REPORTING

Report annually to stakeholders on progress against human

rights policy pledges

Divide which human rights impacts are priorities for you to

report on

Submit a link to your human rights policy to the Global Compact website

In particular, explain to both internal and external stakeholders how the company set its human rights priorities and what

measures were taken to help meet its key human rights policy objectives

VII MEASURING IMPACT & AUDITING

Set relevant performance indicators for measuring human rights impact

across the different functions of your business

Apply continuous monitoring of practice and benchmark against other relevant

companies to make sure that human rights policies are being applied

Undertake internal human rights-based audits and considering third parties to

make sure human rights policies are being applied

Use the monitoring and evaluation process as a tool for raising internal

awareness and building the capacity of supplier management

Use audit findings to inform the strategic development of your business with

respect to human rights

VI TRAINING

Identify target groups in your business to receive human rights training

Review the different types of training materials available

Develop local policies that align with global policies to meet local

situations

Put in place management systems for human rights policy

implementation, monitoring and reporting across the company

Learn from sector-wide business initiatives on human rights

Consider a collective action approach with industry peers where

appropriate

Provide mechanisms to protect employees who report potential

human rights concerns within the company or with business partners

IV PROCESSES & PROCEDURES

Establish procedures for managing any identified human rights-related

risks and opportunities

Adequately address human rights impacts and risks within business

processes, including by:

• Opting to conduct a dedicated human rights impact assessment

• Ensuring that other company policies, processes and procedures

   do not conflict with those on human rights

• Including human rights responsibilities in job descriptions and

   performance appraisals of key personnel

• Seeing that human rights issues are appropriately addressed in

   contracts with business partners

V COMMUNICATIONS

Share understanding of why human rights are important to business

communications

Integrate human rights into your internal and external

communications where appropriate

Communicate procedures to employees and business partners

Make procedures available in local languages and accessible

to those unable to read

Openly acknowledge events where the company ran into difficulty or

could have dealt with a problem more effectively

Use open and ongoing communication as a vehicle to gain active

support from stakeholders in resolving problems

Name of your organization and website

Name of the pier and website

Name of the business

Name of the organization

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UN Global Compact Office, 2007

Published on behalf of the Business Leaders Initiative on Human Rights.

For more information, visit www.business-humanrights.org

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