**Business Policies & statements that mention Human Rights Defenders & civic freedoms**

Since 2016, several companies, multi-stakeholder initiatives, industry associations, private investors, financial institutions and their accountability mechanisms have clarified their stances on human rights defenders (HRDs) and civic freedoms. It's important to note that corporate practice in this area often lags behind policy commitments.

**List of statements and commitments on HRDs & civic freedoms (last updated in August 2020):**

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| **Name** | **Description** | **Sector** | **Type** | **Link** |
| **Companies:** | | |  |  |
| **Commitment to HRDs in policy:** | | | | |
| **Agricultural products (consumer goods, food & beverage, agriculture & livestock)** | | | | |
| **Diageo** | In its updated Human Rights Policy, the Company states: 'We do not tolerate threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against the business or its operations.' In addition, its Human Rights Policy indicates: 'Through appropriate contractual arrangements and our Global Partnering with Suppliers standard we make our suppliers aware of and expect their compliance with our human rights commitments.' | Food & beverage | Mention in policy | [Human Rights Policy, July 2018](https://www.diageo.com/PR1346/aws/media/6265/human-rights_final.pdf) |
| **Kellogg** | The Company states in its Code of Ethics that "We help each other by speaking out when a co-worker’s conduct makes us uncomfortable" and "Acts of violence, threats and physical intimidation have no place at Kellogg and can result in immediate disciplinary action, up to and including termination of employment." In the Company's additional disclosure CHRB document the Company states 'Kellogg Company has a zero tolerance policy for threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against the business or its operations' [Code of ethics, Sep 2013]  The Company states in its Supplier Code of Conduct 'Suppliers shall not engage in any form of retaliation including threats, intimidation, physical, or legal attacks against human or environmental rights defenders, or those exercising their rights to freedom of expression, association peaceful assembly or protest against the business or its operations. [Global Supplier Code of Conduct, June 2018] | Food & beverage | Mention in policy | [Code of ethics, Sep 2013](https://www.kelloggcompany.com/content/dam/kellogg-company/files/KGlobalCodeofEthics.pdf)  [Global Supplier Code of Conduct, June 2018](https://www.kelloggcompany.com/en_US/supplier-relations/transparency-in-supply-chain.html) |
| **McDonald’s** | In its Code of Conduct the Company indicates that ‘McDonald’s strictly prohibits retaliation of any kind directed against an employee who reports an issue concerning compliance with the Standards'. The company also states on its Human Rights website ‘We do not tolerate retaliation of any kind against anyone who reports an issue. We do not tolerate unlawful threats, intimidation, physical, or legal attacks against human rights defenders.’ The company indicates that reporting programs shall protect worker whistleblower confidentiality and prohibit retaliation. | Food & beverage | Mention in policy | [Standards of Business Conduct](https://www.mcdonalds.com/content/dam/AboutMcDonalds/Investors/9497_SBC_McD_US_interactive_final_112408.pdf)  [Human Rights Webpage](https://corporate.mcdonalds.com/corpmcd/scale-for-good/our-people-and-communities/respecting-human-rights.html) |
| **M&S** | M&S [Human Rights policy](https://corporate.marksandspencer.com/documents/plan-a-our-approach/mns-human-rights-policy.pdf) states that they “*do not tolerate threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against our global operations and our*[*Global Sourcing Principles*](https://corporate.marksandspencer.com/documents/plan-a-our-approach/global-sourcing-principles.pdf)*expect our suppliers to make the same public commitment*” | Retail | Mention in policy | [M&S Human Rights policy](https://corporate.marksandspencer.com/documents/plan-a-our-approach/mns-human-rights-policy.pdf) |
| **Pernod-Ricard** | In its Global Human Rights Policy, the Company states it 'does not tolerate threats against any person defending Human Rights.' | Food & beverage | Mention in policy | [Global human rights policy, 25/6/2019](https://corby.ca/wp-content/uploads/Pernod-Ricard-Global-Human-Rights-Policy-Final.pdf) |
| **Tesco** | The Company indicates that ´The collaborative nature of our work leads us to engage with a wide range of individuals and organisations who support workers globally to realise their human rights. In some countries, we recognise that there is increasing pressure on human rights defenders, including trade unions. We do not tolerate threats, intimidation, physical or legal attacks on human rights defenders in relation to our operations’ | Retail | Mention in policy | [Our approach to human rights, 11/04/2019](https://www.tescolotus.com/en/about/our-approach-to-human-rights)  [Human Rights Policy](https://www.tescoplc.com/sustainability/publications/policies/downloads/human-rights-policy/) |
| **Unilever** | Unilever states in their [policy](https://www.unilever.com/sustainable-living/enhancing-livelihoods/fairness-in-the-workplace/advancing-human-rights-in-our-own-operations/working-with-others-on-human-rights/) that they ‘*recognize there is increasing pressure and insecurity for human rights defenders, including trade unionists’* and “*do not tolerate threats, intimidation, physical or legal attacks against human rights defenders in relation to our operations*” | Consumer goods | Mention in policy | [Unilever Policy](https://www.unilever.com/sustainable-living/enhancing-livelihoods/fairness-in-the-workplace/advancing-human-rights-in-our-own-operations/working-with-others-on-human-rights/) |
| **Apparel & footwear** | | | | |
| **Adidas** | The Company has released a strong commitment in its Adidas Group and Human Rights Defenders in 2016. One of the first of its kind. Amongst other, it refers to its ‘longstanding policy of non-interference with the activities of human rights defenders, including those who actively campaign on issues that may be linked to our business operations. We expect our business partners to follow the same policy; they should not inhibit the lawful actions of a human rights defender or restrict their freedom of expression, freedom of association, or right to peaceful assembly'. Adidas also commits to speak out on the protection of HRDs when they are 'being threatened, intimidated or detained by the police or government officials' | Apparel & footwear | Mention in policy | [The adidas Group and Human Rights Defenders, 2016](https://www.adidas-group.com/media/filer_public/f0/c5/f0c582a9-506d-4b12-85cf-bd4584f68574/adidas_group_and_human_rights_defenders_2016.pdf) |
| **GAP** | In its Code of Business Conduct the Company (COBC) includes a section about its Zero Tolerance For Retaliation policy, which protects any 'employee who reports in good faith a suspected violation of the COBC, our policies or the law, or who participates in any investigation of a suspected violation'. However, there is no reference to HR defenders. | Apparel & footwear | Mention in policy | [Code of Business Conduct](http://www.gapinc.com/) |
| **Inditex** | Although the Human rights policy indicates that 'Inditex shall work with the relevant stakeholders to implement the Policy, and respect and foster the work of all those who act as Advocates for Human Rights', no evidence found of a explicit commitment to not tolerate nor contribute to threats, intimidation and attacks against these. | Apparel & footwear | Mention in policy | [Inditex Human rights policy, 12/2016](https://www.inditex.com/documents/10279/325624/Inditex+Policy+on+Human+Rights.pdf/0ec776a7-4b59-438b-bc2c-42415760d0b4)  [Code of Conduct for Manufacturers and Suppliers Inditex Group](https://www.inditex.com/documents/10279/241035/Inditex+Code+of+Conduct+for+Manufacturers+and+Suppliers/e23dde6a-4b0e-4e16-a2aa-68911d3032e7) |
| **Kering (Gucci)** | In its Code of Ethics 2019 the Company commits itself to not retaliate against employees, or any person, that report complaints in good faith. However, no evidence found of a general commitment to not tolerate nor contribute to threats or intimidation against human rights defenders in relation to its operations. | Apparel & footwear | Mention in policy | [Code of Ethics 2019](https://keringcorporate.dam.kering.com/m/33a7ab2485a5e2ed/original/Kering_CodeEthique2019_DEF-A4-English.pdf)  [Kering Sustainability Policy](https://www.kering.com/en/special-reports/sustainability#:~:text=Press-,Sustainability,stems%20from%20a%20profound%20belief.&text=To%20guide%20the%20Houses%20and,known%20as%20the%20Kering%20Standards.) |
| **M&S** | M&S [Human Rights policy](https://corporate.marksandspencer.com/documents/plan-a-our-approach/mns-human-rights-policy.pdf) states that they “*do not tolerate threats, intimidation, physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against our global operations and our*[*Global Sourcing Principles*](https://corporate.marksandspencer.com/documents/plan-a-our-approach/global-sourcing-principles.pdf)*expect our suppliers to make the same public commitment*” | Retail | Mention in policy | [M&S Human Rights Policy](https://corporate.marksandspencer.com/documents/plan-a-our-approach/mns-human-rights-policy.pdf) |
| **Tesco** | The Company indicates that ´The collaborative nature of our work leads us to engage with a wide range of individuals and organisations who support workers globally to realise their human rights. In some countries, we recognise that there is increasing pressure on human rights defenders, including trade unions. We do not tolerate threats, intimidation, physical or legal attacks on human rights defenders in relation to our operations’ | Apparel & footwear | Mention in policy | [Our approach to human rights, 11/04/2019](https://www.tescolotus.com/en/about/our-approach-to-human-rights)  [Human Rights Policy](https://www.tescoplc.com/sustainability/publications/policies/downloads/human-rights-policy/) |
| **VF Corporation** | The Company indicates that “The United Nations Office of the High Commissioner for Human Rights defines human rights defenders as “people who, individually or with others, act to promote or protect human rights.” VF believes human rights defenders play a critical role in advancing the rights of people. VF commits to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders.” | Apparel & footwear | Mention in policy | [Human Rights Commitment, December 2019](https://d1io3yog0oux5.cloudfront.net/vfc/files/documents/Sustainability/Resources/VF+Corporation+Human+Rights+Commitment+2020.pdf) |
| **Extractives** | | | | |
| **Barrick Gold Corporation** | In 2017, Barrick Gold Corporation amended its [Human Rights Policy](http://q4live.s22.clientfiles.s3-website-us-east-1.amazonaws.com/788666289/files/governance/Barrick-Human-Rights-Policy.pdf) to say “*we do not tolerate threats, intimidation, or attacks against human rights defenders*” | Mining | Mention in policy | [Barrick Gold Corp Human Rights Policy](http://q4live.s22.clientfiles.s3-website-us-east-1.amazonaws.com/788666289/files/governance/Barrick-Human-Rights-Policy.pdf) |
| **BHP** | The Company Code of Conduct states that it has Zero tolerance for retaliation: 'We don’t allow any form of punishment, discipline or retaliatory action to be taken against anyone for speaking up, or cooperating with an investigation.' The Code indicates its workers to never ' threaten, punish or take disciplinary or retaliatory action against anyone, inside or outside of BHP, for raising or helping to address a human rights concern.' | Mining, metals and petroleum | Mention in policy | [Our Code of Conduct, August 2018](https://www.bhp.com/-/media/documents/ourapproach/codeofconduct/code-of-conduct---english.pdf) |
| **Freeport-McMoRan** | The Company states the following: 'Violence against human rights defenders has become an issue of global concern. Our Human Rights Policy commits us to respect the rights of all individuals who may be potentially impacted by our business, engage with affected stakeholders in the development of our human rights approach and prohibit harassment including of human rights defenders. We do not condone any form of violence against those who peacefully promote and defend human rights in relation to our activities and expect our business partners to do the same.' | Mining | Mention in policy | [Voluntary Principles on Security and Human Rights 2019 (part of Human Rights Policy)](https://www.fcx.com/sites/fcx/files/documents/sustainability/vol_principle_2019.pdf) |
| **Newmont** | The Company states the following: 'Our core values of integrity and responsibility support our commitment to respect human rights defenders, and we do not condone any form of attack against them or anyone who opposes our activities. We also expect our business partners to condemn such attacks as well.' | Mining | Mention in policy | [2019 Guide to respecting Human Rights](https://s24.q4cdn.com/382246808/files/doc_downloads/sustainability/respecting_human/Newmont_GuidetoRespectingHumanRights_February2019.pdf) |
| **Repsol** | The Company indicates that it is committed to establish 'grievance mechanisms at the operational level, from the start of our activities, so people directly affected by our assets and right holders (employees, suppliers, contractors, communities or whoever third party) can notify Repsol of any situation of possible impact on human rights. These mechanisms shall not be used to preclude access to judicial or other extrajudicial grievance mechanisms, as well as the legitimate and peaceful activities of human rights defenders'. However, no statement found of commitment to not tolerate nor contribute to threats and/or attacks against human rights defenders. | Extraction | Mention in policy | [Human Rights and Community Relations Policy, 03/06/2019](https://www.repsol.com/imagenes/global/en/human_rights_and_community_relations_policy_tcm14-65924.pdf) |
| **Vale** | The company's human rights policy states that "Vale interacts with its stakeholders through the following actions... Human Rights Defenders: to respect the freedom of expression and demonstration of all persons, provided that they occur in a peaceful manner and do not impact the human rights of any person and current local laws; to use as a reference in the process of assessing potential human rights risks and impacts the United Nations Declaration on the Right and Responsibility of Individuals, Groups or Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms (Resolution 53 / 144), which deals with the work of human rights defenders; to seek engagement with human rights defenders to address common challenges, through regular and proactive dialogue. Vale does not tolerate or contribute to threats, intimidation, and attacks against human rights defenders and provides grievance mechanisms for registering and handling potential adverse impacts from its activities. Vale also expects its customers, suppliers, and partners to respect the rights of human rights defenders and to act the same way." | Mining | Mention in policy | [Human Rights Policy](http://www.vale.com/EN/suppliers/code_conduct/Documents/Human%20Rights%20Policy.pdf) |
| **ITC** | | | | |
| **Analog Devices (ICT & OO)** | The Company states that ‘ADI will not retaliate against anyone who in good faith makes a report or assists ADI in identifying or investigating suspected violations of the law or this Code.’ However, no commitment not to tolerate threats to human rights defenders could be found. | ITC | Mention in policy | [Code of Business Conduct and Ethics](https://investor.analog.com/static-files/6ed4abc2-4db5-4bc7-a3b5-50ae0ac42301) |
| **Ericsson (ICT & OO)** | The company indicates that 'Ericsson will not accept any discrimination or retaliation against the individual reporting the violation for having, in good faith, reported alleged violations… Ericsson’s Business Partners and its Employees can report good faith concerns regarding suspected violations of applicable laws or the Code through the Ericsson Compliance Line...Ericsson prohibits any discrimination or retaliation against individuals who report suspected violations in good faith… In cases when land rights of communities might be impacted, Suppliers must ensure proper dialogue and consultation with local communities and affected stakeholders is initiated.' | ITC | Mention in policy | [Code of Conduct for Business Partners Updated, 6/2019 - Human and labor rights](https://www.ericsson.com/en/about-us/sustainability-and-corporate-responsibility/responsible-business/responsible-sourcing/supplier-code-of-conduct-training/code-of-conduct-for-business-partners/human-and-labor-rights) |
| **Intel Corporation (ICT & OO)** | The Company states that ‘Intel does not tolerate retaliation against anyone who in good faith reports possible violations of law, the Intel Code of Conduct, or other company policies or procedures, questions on-going or proposed conduct, or participates in an internal investigation.’ | ITC | Mention in policy | [Intel Global Human Rights Principles Nov 2019](https://www.intel.com/content/dam/www/public/us/en/documents/corporate-information/policy-human-rights.pdf)  [Intel Code of Conduct](https://www.intel.com/content/www/us/en/policy/policy-code-conduct-corporate-information.html) |
| **Micron Technology (ICT & OO)** | The Company states the following: 'To keep all of our team members safe, we never engage in or tolerate any form of violence. This includes both threats and acts of violence, as well as intimidation, threatening conduct, bullying and attempts to instill fear in others.' Additionally, 'Micron is committed to creating a “speak up” environment where we can report suspected violations and participate in investigations without fear of retribution or retaliation. No one may retaliate against you for raising a concern or participating in an investigation in good faith. Anyone who retaliates against someone who makes a good faith report may be subject to discipline, up to and including termination.’ | ITC | Mention in policy | [Code of Business Conduct and Ethics, 8/2018](https://www.micron.com/about/our-commitment/operating-thoughtfully/compliance-and-ethics/ethics) |
| **Microsoft Corporation (ICT)** | The Company does not tolerate retaliation against those who raise concerns about misconduct. However, no mention of retaliation against human rights defenders could be found. The Company expects ICT suppliers to reflect company HRD commitments: 'Microsoft will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of the Microsoft Supplier Code of Conduct, any applicable Microsoft specification, including this specification, or any applicable law.’ | ITC | Mention in policy | [Raising integrity concerns](https://www.microsoft.com/en-us/legal/compliance/sbc/reportaconcern)  [Microsoft Supplier Code of Conduct](https://www.microsoft.com/en-us/procurement/supplier-conduct.aspx?activetab=pivot%3aprimaryr7) |
| **Murata Manufacturing (ICT & OO)** | The company indicates that “we will respect the cultures, religions, customs, and histories of all countries and the fundamental human rights guaranteed by constitutions, laws, and regulations, and we will protect and never violate these fundamental human rights (…). We will not tolerate cruel and inhumane treatment, including any type of abuse or harassment. We guarantee workplaces where employees are not threatened and feel no fear resulting from any type of harassment, sexual abuse, corporal punishment, mental or physical oppression, verbal violence, or the like”. However, no evidence found of commitment to not harass, retaliate or threat human rights defenders. | ITC | Mention in policy | [Human Rights and Labor Policies](https://corporate.murata.com/about/csr/people/employees.aspx#employees01)  [CSR Charter](https://corporate.murata.com/en-eu/about/csr/charter) |
| **Nokia (ICT)** | The Company has a 'strict non-retaliation policy that protects anyone who, in good faith, reports what he or she believes to be a violation of law, Code of Conduct or company policy. To the contrary, abuse of the reporting of complaints may expose employees to sanctions.' However, no commitment not to tolerate threats to human rights defenders could be found. | ITC | Mention in policy | [Code of Conduct](https://www.nokia.com/sites/default/files/2020-01/Code%20of%20conduct-ENG-FINAL.pdf#view=FIT) |
| **NXP Semiconductors (ICT & OO)** | NXP commits not to tolerate threats, intimidation, physical or legal attacks against human rights defenders, for both our operations and our supply chain. The Company also states that ‘NXP will not retaliate against – or tolerate anyone else’s retaliation against – someone who makes a good-faith report regarding an actual or suspected violation of the Code, company policies or laws, even if, eventually, a reported suspected violation turns out not to be a violation of the Code.’ | ITC | Mention in policy | [CSR – Labour and Human Rights](https://www.nxp.com/company/our-company/sustainability/social-responsibility/labor-and-human-rights:LABOR-AND-HUMAN-RIGHTS#:~:text=Freedom%20of%20Association%20and%20Collective%20Bargaining&text=NXP%20commits%20not%20to%20tolerate,unions%20or%20other%20employee%20organizations.)  [Code of Conduct](https://www.nxp.com/docs/en/supporting-information/Business-Code-of-Conduct.pdf) |
| **SK Hynix (ICT & OO)** | No mention. The Company states that ‘Suppliers shall follow the Fair Trade Compliance System to ensure all business transactions adhere to the law and shall operate programs that ensure the confidentiality, anonymity and protection of Supplier and employee whistleblowers while prohibiting retaliation’ | ITC | Mention in policy | [Supplier Code of Conduct](http://www.hynix.co.kr/eng/support/buyMaterial.jsp)  [Human Rights and Labor Policy](https://www.skhynix.com/eng/sustain/humanRights.jsp#:~:text=SK%20hynix%20prohibits%20unfair%20discrimination,such%20as%20remuneration%20or%20promotions.) |
| **Statements** | | | | |
| **Agricultural products (consumer goods, food & beverage, agriculture & livestock)** | | | | |
| **Heineken** | The Company states in its website: 'We expect all our employees, management, individuals working for HEINEKEN (whether directly or through a third party contract), suppliers and business partners to respect human rights in line with our policy. Furthermore, we do not accept threats or intimidation against human rights defenders, and recognise the role of human rights defenders in supporting our efforts to embed human rights in our global operations.' | Food & Beverage | Statement | [Respecting Human Rights, 15/08/2019](https://www.theheinekencompany.com/age-gate/625)  [Code of Conduct](https://www.heineken.co.uk/wp-content/uploads/2019/06/The-Heineken-Code-of-Business-Conduct-2018.pdf) |
| **The Coca-Cola Company** | Coca Cola's [stated](https://www.coca-colacompany.com/stories/human-rights-defenders-and-the-coca-cola-company) that it’s revised Human Rights policy, released in December 2017, recognizes the need for the company to engage with communities on human rights matters that are important to those communities and the people within them and that “*those matters are often advanced or articulated by individuals or groups regarded as Human Rights Defenders (HRD)”* – the statement says “*We also reserve the right, either alone or in collaboration with others, to speak out where we feel the rights and freedoms of HRD’s with whom we engage are impinged upon by the State or its agents for the purpose of restoring the HRD’s ability to act in pursuit of its human rights interests*” | Food & Beverage | Statement | [Coca Cola Statement](https://www.coca-colacompany.com/stories/human-rights-defenders-and-the-coca-cola-company) |
| **Woolworths** | The Company states on their website: 'The Group is committed to ensuring channels are provided through which adversely affected people or communities can raise complaints or concerns without fear of retaliation, intimidation, harassment, discrimination or victimisation. This commitment extends to the work of human rights defenders, and the expectation they can operate in a safe and respectful environment across our operations.' | Retail | Statement | [Promoting better labour practices in our global supply chains, 10/05/2018](https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain) |
| **Consumer goods** | | | | |
| **Tiffany & Co.** | Tiffany says in their [approach to Human Rights](https://www.tiffany.co.uk/sustainability/community/human-rights/): "*We recognise the role that human rights defenders play in creating open and just societies. We also recognise that the protection of civic freedoms—including freedom of expression, assembly and association—and respect for the rule of law are important for both business and society more broadly. In select cases, we use our voice and the power of the Tiffany & Co. brand to speak out about the protection of human rights and to support human rights defenders who act peacefully in defense of fundamental rights...*" | Consumer goods (jewellery) | Mention in policy | [Tiffany aproach to Human Rights](https://www.tiffany.co.uk/sustainability/community/human-rights/) |
| **Retail** |  |  |  |  |
| **Walmart** | Evidence found only in relation to protecting the integrity of reporters in the context of ethics violations. | Apparel & footwear | Mention in policy | [Global Statement of Ethics](https://www.walmartethics.com/content/dam/walmartethics/documents/statement_of_ethics/Walmart_Statement_of_Ethics_English.pdf)  [Human Rights Statement](https://corporate.walmart.com/policies#human-rights-statement) |
| **Extractives** | | | | |
| **Chevron** | In 2019, Chevron published a stand-alone policy on [HRDs Statement](https://www.chevron.com/-/media/chevron/corporate-responsibility/documents/human-rights-defenders-statement.pdf) | Oil & gas | Stand-alone statement | [Chevron HRDs Statement](https://www.chevron.com/-/media/chevron/corporate-responsibility/documents/human-rights-defenders-statement.pdf) |
| **ISAGEN** | ISAGEN publicly [advocated](http://www.prensanet.com/isagensa/index.php?res=1280&linknoticia=6197848&sector=19399&codigo=744322341811) for the protection of human rights defenders and social leaders in Colombia, saying *“ISAGEN expresses its most energetic rejection of the acts of violence that have claimed the lives of numerous human rights defenders and social leaders”* *[Unofficial translation by the Resource Centre]* | Hydropower | Statement | [ISAGEN statement](http://www.prensanet.com/isagensa/index.php?res=1280&linknoticia=6197848&sector=19399&codigo=744322341811) |
| **ENI** | In its Statement on respect for Human Rights the Company 'prohibits, and undertakes to prevent, retaliation against workers and other stakeholders for raising human rights-related concerns, and neither tolerates nor contributes to threats, intimidation, retaliation or attacks (both physical and legal) against human rights defenders and affected stakeholders in relation to its operations.' In addition, in its Statement the Company indicates: 'Eni expects its Business Partners to respect the principles and content of this Statement and makes all reasonable efforts to include contractual obligations to respect human rights into its agreements with them when working for or together with Eni. […] Eni undertakes, as far as possible, to ensure that the principles included in this Statement are integrated into the internal legal framework of the Joint Ventures in which it participates. Where Eni’s leverage is relatively limited (for instance with non-operated Joint Ventures and in general where Eni has a low level of participation), Eni will make all reasonable efforts in order to guarantee that the Joint Ventures’ policies and practices are fully aligned with the principles included in this Statement.' Protections for HRDs are also mentioned in the 2020 report on human rights. | Energy | Statement | [Statement on respect to Human Rights](https://www.eni.com/en_CH/attachments/pdf/Enis-Statement-on-respect-for-Human-Rights.pdf)  [2020 Human Rights Report](https://www.eni.com/assets/documents/eni-report-human-rights.pdf) |
| **Rio Tinto** | The Company indicates in its 'Role of civil society organisations' document that: 'We recognise the particular risks faced by human rights and environmental defenders, respect their human rights and make it clear that attacks on them will not be accepted, including when we engage with our business partners.' | Mining | Statement | [Role of civil society organisations, 08/2018](https://mc-56397411-4872-452d-b48e-428890-cdn-endpoint.azureedge.net/-/media/Content/Documents/Sustainability/Corporate-policies/RT-Role-of-civil-society-organisations.pdf?rev=912e379dd26a48f7b214d4889dcf3751) |
| **Vattenfall** | In 2017, Vattenfall conducted an impact assessment trip to Colombia to identify possible human rights risks related to their coal procurement. Following the visit, a report with concrete recommendations to the mining companies was published. Vattenfall was the first European energy utility to conduct such a risk analysis. In the resulting [report](https://group.vattenfall.com/siteassets/corporate/who-we-are/sustainability/doc/vattenfall_colombia_coal_report_english.pdf), they state that “*companies should set up, publicly communicate and implement a zero-tolerance policy regarding threats, intimidation and physical or legal attacks against human rights defenders, including those exercising their rights to freedom of expression, association, peaceful assembly and protest against the business or its operations*” | Energy | Statement | [2017 Report](https://group.vattenfall.com/siteassets/corporate/who-we-are/sustainability/doc/vattenfall_colombia_coal_report_english.pdf) |
| **ITC** | | | | |
| Apple Inc (ICT) | In its MSA Statement 2019 the Company indicates: ‘Apple believes that empowering independent voices in the supply chain is critical to identifying assessing, and remedying risks related to human trafficking and involuntary labor... Since 2017, we partnered with the Fund for Global Human Rights, a leading human rights organization, to support their work with grassroots human rights defenders in the Democratic Republic of the Congo (“DRC”)' | ITC | Statement | [2019 Statement on Efforts to Combat Human Trafficking and Slavery in Our Business and Supply Chains](https://www.apple.com/supplier-responsibility/pdf/Apple-Combat-Human-Trafficking-and-Slavery-in-Supply-Chain-2019.pdf) |
| **Multi-stakeholder initiatives & Industry Associations:** | | | | |
| **Unilever, adidas, Primark, ABN AMRO, Anglo American, Leber Jeweler, Domini, Investor Alliance for Human Rights** | In December 2018, on the 20th anniversary of the Declaration on Human Rights Defenders, a group of companies from different sectors made a [statement](https://www.business-humanrights.org/sites/default/files/Statement_Public_v2.pdf) that said “*We recognize that defenders are important partners in identifying risks or problems in our business activities, encouraging due diligence and in the provision of remedy when harm occurs. When they are under attack, so are sustainable business practices*” | Various sectors | Statement | [2018 Joint Statement](https://www.business-humanrights.org/sites/default/files/Statement_Public_v2.pdf) |
| **FIFA** | In 2018, FIFA released the “[FIFA Statement on Human Rights Defenders and Media Representatives](https://resources.fifa.com/image/upload/ejf1ecdku14lm2v9zc03.pdf)” indicating that it should be read, interpreted and applied in accordance with FIFA’s responsibilities under the UNGPs and consistent with the spirit and intent of the UN Declaration on Human Rights Defenders. FIFA said it would require bidders and hosts of FIFA tournaments to uphold their commitment to respecting and helping to protect the rights of HRDs and media representatives, and has also launched a [complaints mechanism](https://www.fifa.com/governance/news/y=2018/m=5/news=fifa-launches-complaints-mechanism-for-human-rights-defenders-and-journalists.html) for HRDs and journalists | Sport | Stand-alone policy & complaints mechanism | [FIFA Statement on Human Rights Defenders and Media Representatives](https://resources.fifa.com/image/upload/ejf1ecdku14lm2v9zc03.pdf) |
| **RSPO - Roundtable on Sustainable Palm Oil** | In 2018, RSPO, an organisation that unites stakeholders from the 7 sectors of the palm oil industry: oil palm producers, processors or traders, consumer goods manufacturers, retailers, banks/investors, and environmental and social non-governmental organizations (NGOs), adopted a [new RSPO Policy on Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons](https://rspo.org/news-and-events/announcements/rspo-policy-on-human-rights-defenders-whistleblowers-complainants-and-community-spokespersons) | Palm oil | Stand-alone policy | [RSPO Policy on Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons](https://rspo.org/news-and-events/announcements/rspo-policy-on-human-rights-defenders-whistleblowers-complainants-and-community-spokespersons) |
| **International Council of Mining and Metals** | In 2018, the International Council of Mining and Metals made a [statement](https://www.icmm.com/protect-hr-defenders), saying that “space for civil society is critical for business [and] Human Rights Defenders must be protected” | Mining | Statement | [2018 Statement](https://www.icmm.com/protect-hr-defenders) |
| **Investors & financial institutions:** | | | | |
| **The International Finance Corporation (IFC)** | Released a [Position Statement](https://www.ifc.org/wps/wcm/connect/ade6a8c3-12a7-43c7-b34e-f73e5ad6a5c8/EN_IFC_Reprisals_Statement_201810.pdf?MOD=AJPERES) on Retaliation Against Civil Society and Project Stakeholders | Finance & banking | Position statement | [IFC Position Statement](https://www.ifc.org/wps/wcm/connect/ade6a8c3-12a7-43c7-b34e-f73e5ad6a5c8/EN_IFC_Reprisals_Statement_201810.pdf?MOD=AJPERES) |
| **Investor Alliance for Human Rights (IAHR)** | In response to calls made by the UN Special Rapporteur on the situation of human rights defenders, in April 2018 the Investor Alliance for Human Rights released a first of its kind [statement](https://www.iccr.org/investors-call-urgent-corporate-action-address-rising-threats-faced-human-rights-defenders) endorsed by 68 institutional investors, calling on companies to make commitments to protect human rights defenders, and specifically, take immediate action to ensure the protection and physical safety of indigenous rights defenders at risk in the Philippines | Finance & banking | Statement | [2018 IAHR Statement](https://www.iccr.org/investors-call-urgent-corporate-action-address-rising-threats-faced-human-rights-defenders) |
| **FMO** | The Dutch development bank [FMO](https://www.fmo.nl/l/library/download/urn:uuid:3cd20162-8ce3-4d33-ab8c-249811d357ac/fmo+human+rights+progress+report.pdf) prominently mentioned defenders in their inaugural Human Rights progress report, stating: “T*he right to life is the ‘supreme’ right and the most basic human right of all. As we select our clients and look at the way they manage their business, we strive to respect the right to life [of]:… Human rights defenders – ensuring that the investments we make do not damage people or the environment, and that critics and opponents are not threatened or oppressed”,*as well as “*We are seeing a disturbing trend. Many countries suppress and oppress human rights defenders, environmental activists, forest rangers and journalists. As a result, we are increasing our pre-investment due diligence activities to look systematically at contextual risks, including risks to human rights defenders, in the countries and sectors we invest in.”* | Finance & banking | Human Rights Progress Report | [FMO Statement](https://www.fmo.nl/l/library/download/urn:uuid:3cd20162-8ce3-4d33-ab8c-249811d357ac/fmo+human+rights+progress+report.pdf) |
| **Independent accountability mechanisms of the financial institutions:** | | | | |
| **World Bank’s Inspection Panel** | The Inspection panel developed [reprisal guidelines](http://ewebapps.worldbank.org/apps/ip/PanelMandateDocuments/2016%20Retaliation%20Guidelines.pdf) | Finance & banking | Policy | [WB Reprisal guidelines](http://ewebapps.worldbank.org/apps/ip/PanelMandateDocuments/2016%20Retaliation%20Guidelines.pdf) |
| **CAO - the independent accountability mechanism for the International Finance Corporation (IFC) and the Multilateral Investment Guarantee Agency (MIGA)** | The Office of the Compliance Advisor Ombudsman (CAO) developed an [approach to reprisals](http://www.cao-ombudsman.org/newsroom/documents/CAOApproachtoReprisals.htm) | Finance & banking | Policy | [CAO approach to reprisals](http://www.cao-ombudsman.org/newsroom/documents/CAOApproachtoReprisals.htm) |
| **MICI - the independent accountability mechanism of the Inter-American Development Bank (IDB)** | The Independent Consultation and Investigation Mechanism (MICI) released a [Guide](http://independentaccountabilitymechanism.net/ocrp002p.nsf/0/ce43d67170fcd8f3482583a20026ab13/$file/guide_for_iams_on_measures_to_address_the_risk_of_reprisals_in_complaints_management_february_2019.pdf) for independent accountability mechanisms on measures to address the risk of reprisals in complaint management | Finance & banking | Guide | [MICI Guide](http://independentaccountabilitymechanism.net/ocrp002p.nsf/0/ce43d67170fcd8f3482583a20026ab13/$file/guide_for_iams_on_measures_to_address_the_risk_of_reprisals_in_complaints_management_february_2019.pdf) |

This list will continue to be updated - please notify us at **zbona (at) business-humanrights.org**, if there is a statement or policy missing from it