



HM Government

# **Good Business**

***Implementing the UN Guiding Principles on  
Business and Human Rights***

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September 2013



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## ***Implementing the UN Guiding Principles on Business and Human Rights***

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Presented to Parliament by  
the Secretary of State for Foreign and Commonwealth Affairs  
by Command of Her Majesty

September 2013

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# Ministerial Foreword

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The Government strongly believes that the promotion of business and respect for human rights should go hand in hand.

Private sector entrepreneurship, industry and trade are key to Britain's economic success. It is now more important than ever for us to help British companies succeed, and to do so in a way that is consistent with our values.

We are working towards more liberal market environments internationally in which commerce can flourish, which are stable and sustainable over the long term and where transparency, good governance and the rule of law prevail.

In our lifetime we have seen how greater personal freedoms and respect for human rights – in places like Eastern Europe and Latin America – can bring transformational change in prosperity and security. Markets flourish and stabilise, and consumers emerge who were formerly excluded because of systemic dysfunction and corruption.

Personal freedoms contribute to economic development. The thread of safeguards running through society that are good for human rights - democratic freedoms, good governance, the rule of law, property rights, civil society – also create fertile conditions for private sector led growth. The absence of such safeguards takes individuals out of markets, reduces innovation, restricts access to opportunity and drives political instability and conflict. Responsible action by the private sector on human rights is good for business and communities; it helps create jobs, customers and a sense of fairness; it contributes to a market's sustainability and therefore its potential to generate long-term growth.

There are businesspeople and companies already ahead of the curve on integrating human rights considerations into their business operations. At a time when some companies have bigger turnover than some countries' GDP, and when we are looking to trade and investment to drive global economic recovery, businesses can exercise enormous influence in the development of economies and societies. To capitalise on the opportunities of our commercially-networked world, we need all companies – from the biggest to the smallest - to embrace their responsibilities towards society, including respecting human rights.

The Government welcomes the creation of the UN Guiding Principles on Business and Human Rights. Governments, businesses, trade unions and civil society all have roles to play in implementation of these, domestically and internationally. We want British companies to succeed and for the UK to show a lead on business and

human rights, given the global reach and impact of UK business. That means working hard to secure a level playing field for companies to operate to the same high standards everywhere without unfair costs or unnecessary regulatory burden.

This action plan is the UK's national implementation plan for the UN Guiding Principles. It embodies our commitment to protect human rights by helping UK companies understand and manage human rights. It sends a clear message of our expectation about business behaviour, both in the UK and overseas. The Guiding Principles are intended to apply the world over and we will work for widespread international uptake and implementation of them.

We call on businesses and civil society to help us give effect to this action plan. And we call on our international partners to give effect in their own countries to the Guiding Principles, in the pursuit of improved human rights and sustainable business environments the world over.



A handwritten signature in blue ink, appearing to read 'William Hague'.

**Rt Hon William Hague MP**  
**Secretary of State for**  
**Foreign Affairs**



A handwritten signature in black ink, appearing to read 'Vince Cable'.

**Rt Hon Dr Vince Cable MP**  
**Secretary of State for Business,**  
**Innovation and Skills and President**  
**of the Board of Trade**

# 1. Introduction

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Companies increasingly understand that there is a business case for respect for human rights and that this brings business benefit in various ways, by:

- helping to protect and enhance a company's **reputation and brand value**;
- protecting **and increasing the customer base**, as consumers increasingly seek out companies with higher ethical standards;
- helping companies **attract and retain good staff**, contributing to lower rates of staff turnover and higher productivity, and increasing employee motivation;
- **reducing risks to operational continuity** resulting from conflict inside the company itself (strikes and other labour disputes), or with the local community or other parties (social licence to operate);
- **reducing the risk of litigation** for human rights abuses;
- **appealing to institutional investors**, including pension funds, who are increasingly taking ethical, including human rights, factors into account in their investment decisions;
- helping companies to become a **partner/investor of choice** for other businesses or governments that are concerned to avoid human rights risks;

Companies have told us that they need from the Government policy coherence and clear and consistent policy messaging. They need certainty about the Government's expectations of them on human rights, and expect support in meeting those expectations. This action plan aims to meet those needs. It sets out how the Government has responded to the UNGPs and our plans for further work to:

- **implement UK Government obligations** to protect human rights within UK jurisdiction where business enterprises are involved.
- **support, motivate and incentivise UK businesses** to meet their responsibility to respect human rights throughout their operations both at home and abroad;
- **support access to effective remedy** for victims of human rights abuse involving business enterprises within UK jurisdiction;
- **promote understanding** of how addressing human rights risks and impacts can help build business success;
- **promote international adherence to the UN Guiding Principles on Business and Human Rights (UNGPs)**, including for States to assume fully their duties to protect human rights and assure remedy within their jurisdiction;

- **ensure policy consistency** across the UK Government on the UNGPs.

The UNGPs are structured around three pillars: the State duty to protect human rights; the corporate responsibility to respect human rights; and access to remedy. For ease of use, this action plan follows that structure. Throughout this document we talk of British or UK companies and businesses and business enterprises by which we mean all business enterprises domiciled in the UK.

## 2. The State's Duty to Protect Human Rights

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### The existing UK legal and policy framework

The UK is subject to international human rights obligations under customary international law and as a result of the international legal instruments we have signed and ratified. Human rights obligations generally apply only within a State's territory and/or jurisdiction. Accordingly, there is no general requirement for States to regulate the extraterritorial activities of business enterprises domiciled in their jurisdiction, although there are limited exceptions to this, for instance under treaty regimes. The UK may also choose as a matter of policy in certain instances to regulate the overseas conduct of British businesses.

The UK has specific laws protecting human rights and governing business activities. As with all UK law, these are set out in legislation or sometimes protected by common law rules which, taken together, ensure certain rights and liberties. Some of these provisions have been in place for many years and will be familiar to business. Like all States we need to continually re-assess whether the current mix is right, what gaps there might be and what improvements we can make.

The UK has ratified a series of international treaties and agreements – the International Labour Organisation's eight core conventions, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the European Convention on Human Rights - which enshrine human rights and fundamental freedoms and have been given effect through the law. The Human Rights Act 1998 ensures that individuals in the UK have a remedy for the breach of rights which are protected by the European Convention on Human Rights (ECHR). It applies to all public authorities and other bodies performing public functions, as private companies sometimes do.

The relevant legal framework in the UK includes employment regulations that require companies not to discriminate against employees on grounds of sex, race, sexual orientation and religious belief, and environmental regulations. Examples of wide ranging legislation protecting human rights in the business context include the Health and Safety at Work Act 1974, and the Data Protection Act 1998 which applies to companies and ensures respect for the privacy of individuals. Legislation has also been passed to plug specific gaps in the protection of workers under the law such as the Gangmasters (Licensing) Act 2004, which created an agency to prevent the exploitation of workers in agricultural work, shellfish-gathering and related processing or packaging.

The UK has created or endorsed a number of instruments that motivate different aspects of good corporate behaviour and respect for human rights. These include:

- **the UK Bribery Act** where, in line with our OECD commitments, UK companies are now liable in the UK for acts of bribery committed anywhere in the world;
- **the Declaration on Fundamental Principles and Rights at Work** adopted in 1998 and the 8 core ILO Conventions ratified by the UK on labour standards;
- **the OECD Guidelines for Multinational Enterprises**, where the UK is generally recognised as having one of the most effective National Contact Points;
- Section 172 of the **Companies Act 2006**, which makes it clear that, in fulfilling their duty to act in a way which they consider would be most likely to promote the success of the company, directors must think about matters which might have a bearing on that success, including the interests of the company's employees and the impact on the community of the company's operations.

The Government exercises controls on the export of “strategic” goods and technology through the export licensing system. All export licence applications are rigorously assessed against the Consolidated EU and National Arms Export Licensing Criteria. These assessments take full account of possible human rights impacts; a licence would not be granted if we judge there is a clear risk that the proposed export might be used for internal repression.

## **Actions taken**

To give effect to the UN Guiding Principles, we have:

- (i) under the UK's Presidency of the G8, obtained **G8 support for responsible business investment** in Burma in line with the UN Guiding Principles. We have also funded the creation of a **resource centre in Rangoon** to sensitise incoming investors to the importance of human rights compliant business in Burma, based on the UNGPs. The FCO's initial funding has now been supplemented with support for the next stage from the UK's Department for International Development (DFID).
- (ii) sought and are **committed to ensuring** that in **UK Government procurement** human rights related matters are reflected appropriately when purchasing goods, works and services. Under the public procurement rules public bodies may exclude tenderers from bidding for a contract opportunity in certain circumstances, including where there is information showing grave misconduct by a company in the course of its business or profession. Such misconduct might arise in cases where there are

breaches of human rights. In addition, UK public bodies are required to have due regard for equality-related issues in their procurement activity.

(iii) negotiated and agreed the **OECD 2012 Common Approaches**, including a requirement for Export Credit Agencies (ECAs) to take into account not only potential environmental impacts but also social impacts, which is defined to include “relevant adverse project-related human rights impacts.” The OECD 2012 Common Approaches also require ECAs to “consider any statements or reports made publicly available by their National Contact Points (NCPs) at the conclusion of a specific instance procedure under the OECD Guidelines for Multinational Enterprises.” UK Export Finance will consider any negative final NCP statements a company has received in respect of its human rights record when considering a project for export credit.

(iv) played a leading role in developing the **International Code of Conduct for Private Security Service Providers (ICOC)**. This sets out companies’ commitments to standards of behaviour, particularly on human rights, and will be independently audited. By June 2013 a total of 659 companies had signed the ICOC, including about a third from the UK.

(v) taken account of business activity in conflict and fragile states, or countries with high levels of criminal violence, within the **Building Stability Overseas Strategy**. Companies operating in these difficult environments have an important role to play in contributing to stability, growth, development, prosperity and the protection of human rights. We support the implementation of the OECD Risk Awareness Tool for Multinational Enterprises in Weak Governance Zones. We will also continue to help develop, and monitor implementation of, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas. The Government will also continue to encourage higher standards in the diamond supply chain.

(vi) continued to provide **financial support to the UN Global Compact**, a global mechanism that encourages and enables companies to align their operations and strategies with ten universally accepted principles in the area of human rights, labour, environment and anti-corruption.

(vii) invested £750,000 in 2012-13 from the FCO’s **Human Rights and Democracy Programme** in projects promoting the UNGPs and anticipate a similar level of spending in 2013-14.

## New Actions planned

The Government will do the following to reinforce its implementation of its commitments under Pillar 1 of the UNGPs:

(i) Develop partnerships with other countries seeking to implement the UNGPs. We already have a strong collaborative partnership with the **Government of Colombia** on implementation in both countries, in the context of the November 2011 joint statement on human rights by the Prime Minister and President Santos.

(ii) Begin certifying Private Security Companies in the UK based on the agreed UK standard for land-based companies, by working with the UK Accreditation Service (UKAS) to take forward the certification process, ensuring this includes expert human rights advice. We will also agree a standard for maritime PSCs this year. We will take forward our work with the Swiss, Australian and US governments, industry and NGOs to establish an **international mechanism to monitor compliance** with the International Code of Conduct for Private Security Service Providers. We will engage with state and non-state clients to urge them to commit to contracting **only with PSCs that are pursuing certification against recognised standards by accredited certifying bodies, and membership of the ICOC Association.**

(iii) Work together with partners in the **Voluntary Principles on Security and Human Rights** to strengthen the implementation, effectiveness and membership of the Voluntary Principles, including through the UK Chairmanship of the initiative beginning in March 2014.

(iv) Review the degree to which the activities of **UK State-owned, controlled or supported enterprises**, and of State contracting and purchasing of goods and services, are executed with respect for human rights, and make recommendations to ensure compliance with the UNGPs.

(v) In line with the UK Cyber Exports Strategy, develop guidance to address the risks posed by **exports of information and communications technology** that are not subject to export control but which might have impacts on human rights including freedom of expression on line.

(vi) Promote **new project activity** on raising awareness and tackling the negative impacts of business activity, including on the human rights of groups like indigenous peoples, women, national or ethnic minorities, religious and linguistic minorities, children, persons with disabilities, and migrant workers and their families, by tasking our diplomatic missions in countries where these are concerns.

(vii) Ensure that **agreements facilitating investment overseas** by UK or EU companies incorporate the business responsibility to respect human rights, and do not undermine the host country's ability to either meet its international human rights obligations or to impose the same environmental and social regulation on foreign investors as it does on domestic firms.

(viii) **Lobby foreign states**, including through ministerial contact and our embassies and high commissions, to support widespread international implementation of the UNGPs and other relevant international instruments including the ILO's Fundamental Principles and Rights at Work and the eight core Conventions which embody them, and the OECD Guidelines for Multinational Enterprises.

(ix) Work with EU partners to implement the UNGPs across member states and internationally, starting with the undertaking made by member states in the **EU Action Plan on Human Rights and Democracy** to develop their own national plans by the end of 2013.

(x) Support the **UN Working Group** on the issue of human rights and transnational corporations and other business enterprises in their role to promote uptake of the UNGPs and develop guidance and best practice (we contributed £100,000 in 2012).

(xi) Instruct our embassies and high commissions to support **human rights defenders** working on issues related to business and human rights in line with EU Guidelines on human rights defenders.

### 3. UK companies' responsibility to respect human rights

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#### Government expectations of business

Many companies have already made the link between their business activity and respect for human rights; many already have human rights policies woven into their objectives and operations. Other companies, which consider human rights unfamiliar territory, are already addressing some issues linked to human rights within their operations but calling them by different names, such as labour standards, health and safety, or non-discrimination.

The UNGPs guide the approach UK companies should take to respect human rights wherever they operate. The key principles of this approach are to:

- **comply with all applicable laws** and respect internationally recognized human rights, wherever they operate;
- **seek ways to honour the principles** of internationally recognized human rights when faced with conflicting requirements;
- **treat as a legal compliance issue** the risk of causing or contributing to gross human rights abuses wherever they operate.
- adopt appropriate due diligence policies to **identify, prevent and mitigate human rights risks**, and commit to monitoring and evaluating implementation;
- **consult people who may potentially be affected** at all stages of project design and implementation, in a manner that ensures free and informed participation and takes into account language and other potential barriers to effective engagement, paying particular attention to indigenous peoples and other groups, including women and girls;
- emphasise the importance of behaviour in line with the UNGPs to their **supply chains** in the UK and overseas. Appropriate measures could include contractual arrangements, training, monitoring and capacity-building;
- adopt or participate in effective **grievance mechanisms** which are transparent, equitable and predictable, to enable the remediation of any adverse human rights impacts they cause or to which they contribute;
- be **transparent** about policies, activities and impacts, and report on human rights issues and risks as appropriate as part of their annual reports.

The Government supports the approach set out in the UNGPs, and is determined to help companies implement it. This should be at the heart of a company's core operations; it is not the same as philanthropy or social investment. The responsibility of businesses to respect human rights exists independently of States' abilities and/or willingness to fulfil their own human rights obligations. We recognise that different businesses will need to take different approaches to embedding this approach; that implementation will be progressive; and in particular that implementation will need to be compatible with the resource limitations of small and medium-sized enterprises. We also recognise that companies need to act in accordance with local law, which may sometimes be a constraint on acting in compliance with human rights. In such situations, we expect companies to act in accordance with the second principle summarised above, and will respond to requests for help where companies are struggling with conflicting requirements.

## **Actions taken to support business implementation of the UNGPs**

To help businesses to fulfil their responsibility to respect human rights we have so far:

- (i) **published this action plan**, setting out the Government's actions and expectations on business and human rights. We will seek clear and consistent communication of this policy through ministers, UK business ambassadors and officials who engage with business, and on Government websites and social media pages, including those of our embassies and high commissions.
- (ii) taken steps to ensure that from 1 October a clarification of the Companies Act 2006 means that company directors will include human rights issues, in their annual reports;
- (iii) developed the joint FCO-UKTI **Overseas Business Risk (OBR) service**, which provides information about business environments in the countries where UK Trade and Investment (UKTI) has a presence, to ensure it includes specific country human rights information and links to the UNGPs and other relevant tools and guidance; <http://www.ukti.gov.uk/export/howwehelp/overseasbusinessrisk/countries.html>
- (iv) updated the Government's "**Business and Human Rights Toolkit**" – a detailed guidance manual for officials - in light of the UNGPs and have brought it to the attention of all relevant officials, including through the training courses we run for FCO and UKTI staff.;
- (v) instructed our embassies and high commissions to work with host governments, local and UK business, trade unions, NGOs, human rights defenders, academics,

lawyers and other local experts so we can help inform companies of the **human rights risks they face**;

(vi) provided support to convening **mechanisms** that bring together business and civil society representatives to drive practical action, for example, the Ethical Trading Initiative.;

(vii) funded an **online hub** - in 6 languages - providing guidance and information on the UNGPs where companies can share successful outcomes and promulgate best practice. <http://www.business-humanrights.org/UNGuidingPrinciplesPortal/Home>

## Further actions planned

We will:

(i) **continue to develop Government guidance** so that it is accessible and helpful, especially to SMEs. We will work with relevant industry associations and other corporate groupings. And we will signpost guidance specifically intended to help SMEs, such as that available from the Equality & Human Rights Commission at: <http://www.equalityhumanrights.com/advice-and-guidance/here-for-business/human-rights-matter-to-business/>

and the European Commission at:

[http://ec.europa.eu/enterprise/policies/sustainable-business/files/csr-sme/human-rights-sme-guide-final\\_en.pdf](http://ec.europa.eu/enterprise/policies/sustainable-business/files/csr-sme/human-rights-sme-guide-final_en.pdf)

(ii) **encourage trade associations/sector groupings of companies to develop guidance** relevant to their members' sector of activity on developing human rights policies and processes, including due diligence. There is generic guidance online about doing this e.g. at the Business & Human Rights Resource Centre. Some sector-specific guidance also exists, for example the International Council on Mining and Metals has produced a guide for mining companies on human rights due diligence. The European Commission has created guidance on the information communications technology (ICT), oil and gas and employment and recruitment sectors;

<http://ec.europa.eu/enterprise/policies/sustainable-business/corporate-social-responsibility/human-rights/index>

(iii) **support dialogue between business people, parliamentarians and civil society** on the implementation of the business and human rights agenda, and share examples of good practice and examples of where the absence of this has created difficulties for companies.

(iv) instruct our diplomatic missions to **raise with local authorities our concerns** in situations where companies have problems implementing their human rights responsibilities because local law is incompatible with international human rights law.

## 4. UK Government and access to remedy for human right abuses resulting from business activity

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The UK has a culture of human rights awareness and protection – much of which results from our framework of legislation described earlier - and our range of remedy mechanisms is diverse. We recognize that remedy may include apologies, restitution, rehabilitation, financial or non-financial compensation and punitive sanctions, as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

The UK sees its own provision of judicial remedy options as an important element in the remedy mix. Non-judicial grievance mechanisms based on engagement between the parties involved are also an important option. This can be done through an internal company grievance procedure or through arbitration, adjudication, mediation, conciliation and negotiation. Such services can be advised on or offered by independent dispute resolution companies, the Ombudsman, the Citizens' Advice Bureau, the Government regulator in certain sectors, or the Advisory, Conciliation and Arbitration Service (ACAS).

Finally, the UK National Contact Point (NCP) considers allegations of non-compliance by UK companies with the OECD Guidelines for Multinational Enterprises. The NCP will seek to mediate an agreement between the parties. But where this is not possible, a determination of whether the enterprise has acted inconsistently with the Guidelines is published and available for public dissemination. <http://www.bis.gov.uk/nationalcontactpoint>

### Action for Government to promote access to remedy

We will:

- (i) **disseminate lessons from the 2012 experience of the London Organising Committee of the Olympic and Paralympic Games (LOCOG)**. LOCOG developed a process informed by the UNGPs to deal with complaints and grievances related to the application of its Sustainable Sourcing Code by commercial partners, particularly in relation to labour conditions at factories supplying sponsors, licensees and suppliers.
- (ii) **task UK Trade and Investment (UKTI) teams in the markets where they operate to advise UK companies on establishing or participating in grievance**

**mechanisms** for those potentially affected by their activities and to collaborate with local authorities in situations where further State action is warranted to provide an effective remedy.

(iii) **encourage companies to extend their domestic UK practice of providing effective grievance mechanisms to their overseas operations**, adapting them where necessary according to local circumstances and consulting interested parties. This also applies to dispute arbitration/mediation mechanisms through their sector of activity or collective industry organisations.

(iv) **support projects** through the FCO Human Rights and Democracy Programme Fund relating to work on remedy procedures in other countries, including:

- help to States wishing to develop their human rights protection mechanisms and reduce barriers to remedy within their jurisdiction;
- support to civil society and trade union efforts to access effective remedy and promote protection of human rights defenders who are actively engaged on issues relating to business and human rights;
  
- support to business efforts to provide, adopt or participate in effective grievance mechanisms.

(v) keep the UK provision of remedy under review.

## **Action for business to ensure access to remedy**

The Government encourages companies to review their existing grievance procedures to ensure they are fair, transparent, understandable, well-publicised and accessible by all, and provide for grievances to be resolved effectively without fear of victimization. It is also important for businesses to require similar good practice of their supply chains, especially in areas where abuses of rights have been identified.

## 5. UK Action Plan implementation and further development

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This paper marks the start of the UK's work on implementing the UN Guiding Principles. We are one of the first States to produce such a plan. We expect that the increasing international momentum on business and human rights will see new ideas and best practice develop. We will monitor these closely and use them to inform future policy development. We will do this together with representatives of government, business and civil society by meeting periodically to monitor implementation of this plan and help us to refresh and update it in future. We will report back each year on progress in the Annual Report on Human and Democracy of the Foreign and Commonwealth Office. We commit to bring out an updated version of the action plan by end 2015. We also welcome input and comment to inform our work at any time, from any interested party, which should be clearly marked "Business and Human Rights" and sent to: [HRDDenquiries@fco.gov.uk](mailto:HRDDenquiries@fco.gov.uk)

We thank all the companies, trade unions, civil society organisations, academics and others including colleagues across Government who have contributed to this work to date and look forward to working with them in future.

## 6. References

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Below is a non-exhaustive list of the different mechanisms for the promotion of good corporate behaviour and the Government departments that lead on them:

### Foreign and Commonwealth Office (FCO)

**UN Guiding Principles:** the State's duty to protect human rights, corporate responsibility to respect human rights, and enhancing access to remedies. This approach recognises that all actors – States, businesses, and civil society have a role to play. <http://www.business-humanrights.org/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

**Voluntary Principles for Security and Human Rights:** set up in 2000 to provide guidance to companies in the extractive sector on responsible security practices. <http://www.voluntaryprinciples.org/>

**Kimberley Process:** established in 2002 to combat the trade in rough diamonds to finance armed conflicts, primarily in Africa. With 75 participating countries the Kimberley Process covers an estimated 99% of the global production of rough diamonds. <http://www.kimberleyprocess.com/>

**International Code of Conduct for Private Security Service Providers:** initiated in 2010 as a voluntary code of conduct which endorses the "Protect, Respect, Remedy" Framework and articulates a set of principles for private security companies working in complex environments. <http://www.icoc-psp.org/>

**OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas:** voluntary guidance to help companies respect human rights and avoid contributing to conflict through their mineral or metal purchasing decisions and practices. The Due Diligence Guidance is for use by any company potentially sourcing minerals or metals from conflict-affected and high-risk areas. <http://www.oecd.org/investment/mne/46740847.pdf>

## Department for International Development (DFID)

**UN Global Compact:** 5,300 companies from 130 countries have now signed up to implement 10 Principles on human rights, labour standards, the environment and anti-corruption and report annually on what they are doing.

<http://www.unglobalcompact.org/>

**Extractive Industries Transparency Initiative (EITI):** aims to strengthen governance by improving transparency and accountability in the extractives sector.

<http://eitransparency.org/>

**Ethical Trading Initiative:** alliance of companies, trade unions and non-government organisations that work in partnership to improve the lives of poor and vulnerable workers across the globe who make or grow consumer goods – everything from tea to T-shirts, from flowers to footballs <http://www.ethicaltrade.org/>

**Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security,** United Nations Food and Agriculture Organisation - <http://www.fao.org/nr/tenure/voluntary-guidelines/en/> and forthcoming Principles on Responsible Agricultural Investment (RAI), FAO/CFS.

## Department for Business Innovation and Skills (BIS)

**OECD Guidelines for Multinational Enterprises:**

<http://www.oecd.org/daf/internationalinvestment/guidelinesformultinationalenterprises/> these are voluntary principles and standards of corporate behaviour in areas such as human rights, the supply chain, employment and industrial relations, the environment, and combating bribery. Governments which adhere to the Guidelines are committed to promoting compliance by businesses wherever they are operating as well as to raising awareness of the Guidelines and to implementing the complaints procedure through the setting up of National Contact Points.

**UK National Contact Point:** <http://www.bis.gov.uk/nationalcontactpoint> considers allegations of non compliance by UK companies with the OECD Guidelines for Multinational Enterprises (see Section 4 above)

## Other Initiatives

### **OECD Risk Awareness Tool for Multinational Enterprise in Weak Governance Zones:**

<http://www.oecd.org/dataoecd/26/21/36885821.pdf>

### **Construction Sector Transparency Initiative:**

<http://www.constructiontransparency.org>

### **Business Anticorruption Portal:**

<http://www.BusinessAntiCorruption.com>

### **Children's Rights and Business Principles**

[http://www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/CRBP/Childrens\\_Rights\\_and\\_Business\\_Principles.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/CRBP/Childrens_Rights_and_Business_Principles.pdf)

**Equator Principles:** Revised Principles forthcoming, which are being updated to include reference to Human Rights and in consideration of the Ruggie GPs. (check with Equator Principles Steering Committee for latest details).

## Non-Government online Information resources available

While making no recommendation, nor accepting responsibility for them as a source of information, we nevertheless reference the following as an information resource widely considered to be highly reputable in the field of business and human rights:

The London-based Business & Human Rights Resource Centre - a neutral, non-profit organisation - probably the world's largest online repository of information on business and human rights and a source of guidance, research and case studies.

<http://www.business-humanrights.org/Home>

They also carry the full version of the UN Guiding Principles in seven languages.

<http://www.business-humanrights.org/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

## **Guidance for companies on developing policy and processes**

Links to resources regarding guidance on developing human rights policies and processes:

### **The International Council on Mining and Metals**

<http://www.icmm.com/page/75929/integrating-human-rights-due-diligence-into-corporate-risk-management-processes>

### **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas**

<http://www.oecd.org/daf/inv/mne/mining.htm>

### **The Ethical Trading Initiative:**

<http://www.ethicaltrade.org/resources/key-eti-resources/freedom-of-association-in-company-supply-chains>

Practical guidance on respecting the rights of Freedom of Association in supply chains