



# Human Rights Due Diligence and Reporting

## THE CHALLENGE OF THE UNGPs

The human rights impacts of private companies have been the subject of increasing attention in recent years, especially since the publication of the UN Guiding Principles on Business and Human Rights (UNGPs). Ergon has worked with companies from a range of sectors including retail, FMCG, hospitality, oil & gas and finance to implement human rights due diligence and remediation strategies. A comprehensive due diligence approach can help organisations reach a deeper understanding of the nature and scope of their potential impacts and design appropriate responses.

### Ergon's human rights services – how can we help?



## HUMAN RIGHTS STRATEGIC REVIEW

### Human rights risk mapping

For any organisation conducting human rights due diligence across its business operations, the scope of potential risks or impacts can seem daunting. Ergon can help identify and prioritise the main human rights risks and impacts in a business' area of influence by carrying country or sector-specific background research and analysis. We also provide expert advice on difficult or particularly complex issues.

### Customised due diligence approach

We believe a tailored, focused approach is key to ensuring success. The Ergon team has experience in designing comprehensive methodologies based on each client's needs. This may include, for example, country-entry strategies for new markets, tailored tools for companies to assess their human rights impacts or full site specific Human Rights Impact Assessments (HRIAs).

### Human rights action planning

Taking action to address risks is a crucial step in any human rights strategic review. We can design and assist in implementing prioritised human rights action plans or mitigation plans to prevent, address and remediate the human rights risks and impacts linked to your business operations.

### Reporting on progress

Companies are increasingly expected to report on their progress on human rights issues and how they address them. Ergon's team can provide guidance on human rights reporting, including against the recently released **UNGP reporting framework** and the **UK Modern Slavery legislation**. Through a series of interactive questions and exercises, we can help you determine which reporting framework is best for you and what kind of information you need to collect in order to be able to report on salient issues and key processes.

### Stakeholder mapping and engagement

Ergon can identify and facilitate dialogue on human rights with relevant external stakeholders (eg workers, subcontractors, communities, trade unions, NGOs, human rights experts). Our team has broad experience in managing stakeholder engagement processes in a variety of contexts and through a wide range of methods, including interviews, workshops and online questionnaires.

### Internal knowledge and capacity

Our team has helped numerous private sector clients build their internal knowledge base through workshops, training and engagement with key internal actors within the business. We also provide mentoring and support for in-house human rights professionals and their team.

### Grievance design and implementation

A key component of the UNGPs is providing communities and other stakeholders the opportunity to raise grievances. We design, test, evaluate and manage community and worker grievance mechanisms. Moreover, our team is experienced in mediating and managing conflicts and other difficult situations.

### Policy review and development

Policy commitments on human rights provide a clear purpose and sense of direction in building a coherent company strategy on human rights. Our team can provide advice on developing stand-alone human rights policies or review existing human rights-related policy commitments (eg on labour rights, land rights and equal opportunities policies) against international human rights standards or industry best practice.

#### MORE INFORMATION

Please contact us to discuss how we could assist your organisation.

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