



Global Compact Network
Australia



Australian
Human Rights
Commission

Australian Dialogue on Business and Human Rights

Challenges and opportunities for
Australian businesses at home and abroad:
a multi-stakeholder dialogue

30 July 2014, Sydney

Summary and Outcomes Document

Platinum Sponsor

RioTinto

Gold Sponsors





Australian Dialogue on Business and Human Rights

Overview

On 30 July 2014, the Global Compact Network Australia (**GCNA**) and the Australian Human Rights Commission (the **Commission**) convened over 100 representatives of business, government, NGOs and academia at the Australian Dialogue on Business and Human Rights (**the Dialogue**), Australia's first national, multi-sector, multi-stakeholder dialogue on the issue.

Australian-based businesses and stakeholders have learnt much since the endorsement of the UN Guiding Principles on Business and Human Rights (the **UNGPs**) in 2011. The Dialogue represented the largest cross-sectoral Australian gathering convened to date to discuss progress and challenges in addressing business impacts on human rights and the implementation of the UNGPs. It was also an opportunity to contribute Australian perspectives to regional and international dialogue on human rights including through the participation of the UN Working Group on Business and Human Rights.

More than 100 people participated (53 from business/industry; 14 from government; 16 from NGOs/civil society; 7 from academia; and 15 from other organisations including the United Nations, national human rights institutions and corporate sustainability initiatives). Several sectors were represented, including extractives, banking/finance, retail/fast-moving consumer goods, property/construction, telecommunications/technology and professional services.

The Dialogue heard from 27 experts across seven topics, including the corporate responsibility to respect human rights, the role of government, access to remedy and grievance mechanisms, bringing a human rights lens to Indigenous engagement and human rights in the supply chain.

The Dialogue highlighted that the discussion has largely moved beyond 'why' business should respect human rights, to the practical questions around 'how' to effectively do so. Key challenges include scaling up good practice (within companies, within industries and from larger companies to small and medium enterprises (SMEs)), translation of what human rights issues mean in practice (both within businesses and between business and civil society) and policy coherence (avoiding a siloed approach within business as well as government). Key opportunities include continuing the multi-stakeholder dialogue, sharing leading Australian practices internationally and further exploring what respecting human rights means in a developed country context such as Australia.

The Dialogue concluded with a commitment from all stakeholder groups to continue the conversation and strive to ensure Australian companies are seen as international leaders on business and human rights issues.

The GCNA and the Commission will look to convene a further national dialogue in 2015. Consideration is also being given to additional activities ahead of that dialogue, including sectoral and issue-specific activities, as well as initiatives focused on building the capacity of Australian business to understand and respond to human rights issues.

“Dialogue events should be a regular feature of efforts to improve awareness of human rights. A safe space to talk is important.” (Business representative)

This summary report outlines the Dialogue highlights, in keeping with the Chatham House rule of non-attribution, under which the meeting was held. This report does not necessarily represent the GCNA's, the Commission's or any participating organisation's views.

The Dialogue Agenda is at Annexure A. A media release for the event is available at: <http://www.unglobalcompact.org.au/assets/Dialogue-Media-Release.pdf>



Background to the Dialogue: the business and human rights context

The UN Guiding Principles on Business and Human Rights (**UNGPs**), drafted by the UN Special Representative on Business and Human Rights, were unanimously endorsed at the UN Human Rights Council in 2011, including co-sponsorship from the Australian government. The UN Working Group on Business and Human Rights was created in 2011 to help implement and disseminate the UNGPs around the world.

Since 2011, a number of countries have begun formulating concrete plans to implement the UNGPs. In 2013, the Government of the United Kingdom became the first government to release a national action plan (**NAP**) in relation to the UNGPs. Netherlands released its NAP later that year, and Denmark in March 2014. A number of other European countries have begun dialogues to design NAPs, and several are nearing completion. There is also a campaign underway advocating for the United States Government to develop a NAP. Closer to home, the ASEAN Intergovernmental Commission on Human Rights (AIHCR) has recently finalised a study on corporate social responsibility and human rights.

Engagement with the business and human rights space by Australian actors is significant.

- **Corporate** Australia's interest and engagement is growing, evidenced by their increasing participation in voluntary initiatives and standards incorporating key aspects of the UNGPs including the UN Global Compact and the GCNA's Human Rights Leadership Group for Business, the Voluntary Principles on Security and Human Rights (VPs) and the OECD Guidelines for Multinational Enterprises (OECD Guidelines). Individual companies are adopting human rights policies, and a number of Australian companies are conducting human rights impact assessments or other due diligence to better understand and manage their risks and impacts including through their supply chains. **Investors** too are increasingly expressing interest in Australian business' implementation of their human rights responsibilities and risk management.
- In relation to **civil society**, Australia has seen increasing advocacy, capacity building and research activities around business and human rights, and coalitions are being established to increase accountability for corporate-related human rights abuses in Australia and by Australian companies abroad.
- **Academics** from leading Australian universities are involved in research projects in relation to business and human rights as well as increasing awareness through courses and participation in multi-stakeholder events and dialogues.
- The Australian **Government's** interest in business and human rights has also intensified. In 2012, the Australian Government joined the VPs. Recent policy and legislative developments around forced and child labour also highlight the Government's recognition of the role of business in respecting labour rights in Australia and abroad, including when it comes to Government procurement. The Attorney-General's Department has also established a multi-stakeholder working group to discuss measures to prevent and address trafficking in supply chains. Representatives from the Department of Foreign Affairs and Trade (DFAT), Treasury, Prime Minister and Cabinet and the Attorney-General's Department have attended and presented at GCNA Human Rights Leadership Group events.

It was against this background that the Dialogue was convened.



The Dialogue

High-level panel: perspectives from the top

The high-level panel of senior representatives from business, civil society, the Australian Government and the United Nations provided a strategic overview of ways businesses are advancing and mainstreaming human rights throughout their operations. The discussion focused on business motivations for advancing human rights, engaging corporate leaders in the human rights discussion and barriers around human rights 'language', the challenge of 'scaling up' leading practices and accountability.

Motivations

Motivations for prioritising human rights were explored. It was noted that respecting human rights is about doing what is right, and is important to making good business decisions. Participants also noted that operating in non-OECD countries is often a driver for a revised human rights approach as companies may face more severe human rights-related risks. That said, Australian companies often do not appreciate their supply chain links to higher-risk contexts, which is problematic. Often, companies are still only considering human rights after a significant incident, such as the 2013 Rana Plaza building collapse in Bangladesh.

“Human rights is about doing what is right. It provides a clarifying way of making good business decisions.”
(Business representative)

While progress has been made, there is still scope for Australian companies to move from asking 'is what we're doing legal?' to 'is it right?'

Practical actions, challenges and dilemmas

Examples of how Australian organisations are translating the UNGPs into concrete and practical actions at home and abroad and mainstreaming human rights throughout their operations were discussed. This included developing publicly available human rights policies, integrating human rights into mandatory employee and contractor training, and coordinating human rights across all activities within a company.

“[Human rights] is more than a business case. It's a moral imperative.”
(Business representative)

Dilemmas and challenges were also discussed, one example being the need to balance employees' right to safety and security with the human rights of those in the community in relation to security providers. Another challenge is operating in contexts where a host government may not uphold human rights laws and principles. This may be particularly acute in emerging markets though this is not always the case. While companies should not necessarily shy away from working in emerging markets, they need to be aware of the risks involved and ensure that they do not create new problems or exacerbate existing issues.

There is also a significant opportunity for the Government, through its own policies and practices such as procurement, to practically influence business in this space. For example, the Australian Government has taken steps to encourage procurement officers take ethical considerations into account in their decisions. The challenge, shared by business and Government, of balancing ethical / human rights imperatives with value for money considerations, was also discussed. Participants agreed there was a strong need to prioritise human rights concerns in these situations.

A greater role for the Australian Government and international institutions was also identified. The Australian Government, international organisations such as the International Finance Corporation (IFC) and civil society could more actively advise companies on minimum standard obligations and best practice approaches. Participants agreed that Australian Government support for initiatives like the Extractive Industries Transparency Initiative and the VPs helps provide leverage for an Australian business when engaging host governments on human rights issues.



Some participants advocated for greater policy cohesion and leadership from the Australian Government in helping Australian businesses to implement the UNGPs. A robust debate ensued over the best way for government to engage, including, for example, through a whole of government or an issues-based approach. National Action Plans including the experience of other countries and how they might relate to the Australian approach were also discussed in this regard.

Building corporate capacity and the ‘language’ of human rights

Participants identified a need to build the capacity and awareness of human rights as a corporate issue at the executive and board level, including through embedding human rights in company director accreditation processes (e.g. Australian Institute of Company Directors courses) as well as company-specific training.

It was noted that corporate boards do regularly discuss human rights issues, but usually in different terms (e.g. reputation management, supply chain risks, customer expectations, diversity). The issue of translation was discussed, with some participants noting that the ‘language’ of human rights is not widely recognised or understood in some sectors. Internal influencers need to decide whether to use human rights language or alternative terminology internally. Participants noted, though, that there are risks in moving away from rights-based language, and that corporate leaders are increasingly expected by stakeholders to answer accountability questions using human rights language and with a strong understanding of what human rights might be at risk.

Scaling up and the role of business in advocacy

Participants highlighted the positive influence business can have on policy debates both within and beyond the corporate arena. There was a call for increased business engagement in multi-stakeholder policy debates, particularly on social issues which interrelate with business. There was recognition of the challenges facing business in entering policy debates but also a sense that speaking up only during debates around business or profit-related issues could be short-sighted and lead to claims of self-interest.

It was recognised that business can do more to encourage other businesses to be part of the dialogue and share knowledge. It was agreed that human rights initiatives should not be a competitive issue, and that it is better for all businesses if the private sector’s performance overall improves, as poor practices by one company can have significant implications for whole sectors.

“Human rights is not a competitive issue. It’s better for everyone if performance improves.”
(Business representative)

The corporate responsibility to respect human rights

A panel of business and civil society representatives explored how Australian businesses are meeting their responsibility to respect human rights and the practical challenges they face in doing so.

The motivations for companies adopting their human rights approach were discussed. Points noted included the importance of stakeholder relationships with employees and unions; alignment with corporate values and doing the right thing; and the need to ensure a social licence to operate, with respect for human rights being a critical element of this. The Australian investor community also has enormous potential to help drive business engagement in human rights.



A one-size-fits-all approach to human rights does not work, so each business needs to assess the best way for it to ensure respect for human rights. While the UNGPs do not provide an ‘off the shelf’ solution, they were recognised as a strong and useful practical framework for companies regardless of whether they are beginning their human rights journey or advanced in their approach.

“The UN Guiding Principles are a strong and useful framework to understand what needs to be considered.” (Business representative)

Policy commitments, a key part of the UNGPs framework, were discussed, with civil society highlighting that they are actively looking for clear commitments to human rights from business. It was noted that policy commitments should avoid aspirational language and rather outline a company’s clear and pragmatic approach to human rights.

In relation to human rights due diligence, time was identified as a significant challenge, with companies discussing the significant amount of time it can take to thoroughly step through the process. In relation to supply chains, some larger Australian companies have tens of thousands of suppliers, and so the challenge of prioritisation (e.g. along country, sector or supplier lines) was also discussed. It was also noted that the due diligence process is ongoing, and for many companies with complex business relationships, there is a need to keep reassessing which relationships, suppliers or stakeholders give rise to the most significant human rights risks and impacts.

Another challenge that was discussed was where host governments are not meeting their own human rights obligations, for example as a result of corruption or lack of capacity, with additional responsibilities then falling to businesses. That said, participants noted the importance of companies not automatically withdrawing from complex contexts, as investor flight can contribute to poorer development outcomes and risks exacerbating existing human rights issues.

In terms of integrating human rights across businesses, some companies have internal human rights working groups, but many are still deciding how best to effectively achieve integration. Important lessons for all businesses included not ‘silencing’ human rights within a particular function, and empowering individual employees to identify and respond to risks. Resourcing was also discussed including an awareness of the need for empowered internal experts who can help other colleagues to understand key issues and also manage dilemmas on the ground.

It was highlighted that NGO advocacy can escalate the conversation within businesses. Participants agreed that businesses must respond quickly to allegations or suspicions of human rights abuses as early intervention minimises the abuses occurring or continuing. Discussion focused on the value of establishing early warning systems including through building relationships with NGOs.

The UNGPs focus on risks to rights-holders, rather than risks to companies, and this was discussed. It was noted that these are intertwined and often one and the same. It was suggested that it does not necessarily matter which way you frame it internally as long as you ultimately get the company response and outcome you need. Not having negative human rights impacts is the minimum responsibility of businesses, but there is also an opportunity for businesses to have a positive impact on human rights – although positive impacts cannot substitute for or offset negative impacts.

“I’m quite pragmatic about it. If the outcome is that human rights are being respected, then it doesn’t matter what language is used. If risk language is what gets it done, then that’s the language we will use.” (Business representative)

Measuring progress continues to be a gap, and accountability and transparency remain areas for improvement. In relation to transparency, it was noted that there could be lessons learned from the anti-corruption and tax transparency discourse. SME engagement is critical for a number of reasons, including their significance to the economy, as employers and in supply chains, however this remains challenging given SMEs often have minimal resources and lack of capacity to engage in the issue.



The role of government and the State duty to protect human rights

Government, civil society and business representatives discussed the role of home and host governments in supporting businesses to respect human rights.

A number of dialogue participants from different stakeholder groups advocated for a more coherent and less fragmented approach to business and human rights by the Australian Government, with a particular focus on the potential for a National Action Plan (**NAP**) to implement the UNGPs. Any NAP would need

“The UN Guiding Principles are a useful rallying point for the conversation.”
(Government representative)

to be informed by ongoing dialogue to ensure the Government understood the practicalities and implications for different sectors and businesses as well as other key stakeholders. It would also need to be outcomes focused, and balanced against the Australian Government’s agenda to remove barriers to business operations and activities.

It was also agreed that regulation is not a silver bullet, but a component within a multi-faceted approach. Voluntary initiatives such as the UN Global Compact and education are also important to ensuring a long term commitment to and continuous improvement on human rights. That said, it was noted that businesses do not always favour government inaction in these areas – in fact, participants highlighted the difficulties some sectors have faced where limited or unclear government guidance exists. The National Privacy Principles were given as a world standard example which provided valuable certainty for businesses on an important rights issue.

“Businesses don’t always favour inaction in terms of regulation.” (Business representative)

“Effective implementation of the UNGPs in Australia will require consultation with stakeholders, co-ordination between government departments and proper monitoring and evaluation.” (Civil society representative)

It was noted that DFAT (both on the trade and aid program sides), the Australian Human Rights Commission, Austrade and the Attorney General’s Department are all active in the area of business and human rights; however, opportunities to do more exist. The Australian aid program’s new focus on private sector development presents an opportunity for Australian businesses and civil society to work with government on human rights issues internationally. The possible role of parliamentary bodies such as the Joint Parliamentary Committee on Human Rights as another discussion forum was also raised.

It was noted that the Australian Government’s participation in human rights initiatives such as the VPs can give Australian businesses leverage with host governments in relation to human rights issues when operating in more challenging contexts. The ability for businesses to approach the Australian Government in relation to human rights issues that arise overseas was also raised (e.g. when authorities overseas are not acting on a human rights violation that a company is aware of), with the possibility of the Australian Government raising issues through diplomatic channels.

“Neither government nor business can do this alone. Government needs to invite industry into the policy conversation.”
(Business representative)

The tension between higher human rights standards in Australia and lower standards in other countries in some instances was also discussed. It was noted that this presents an opportunity for the Australian Government to demonstrate leadership in the region, for example by including human rights-related provisions in free trade agreements as a means of building the capacity of other countries, as well as making Australian businesses more competitive internationally.

Overall, it was agreed that it was important for business, government and civil society to continue engagement through forums such as the Dialogue, and work actively together to move the agenda forward.



Access to remedy and grievance mechanisms

The role and utility of grievance mechanisms in providing access to remedy for human rights abuses involving business was discussed by a panel of business, academic and government representatives.

It was noted that it has been a challenge for many victims of human rights violations that directly or indirectly involve business activities to access effective remedy, and that gaps exist with the current patchwork of judicial and non-judicial mechanisms. The discussion highlighted that governments have a duty to ensure that victims have access to effective judicial and non-judicial mechanisms. Also, non-judicial mechanisms can provide an effective, efficient and even relationship-enhancing process for resolving disputes.

“Company grievance mechanisms can contribute to better human rights compliance, but victims of human rights abuses involving business should also have access to judicial remedies.”
(Civil society representative)

Businesses also have a responsibility to ensure that they establish or cooperate with non-judicial grievance mechanisms which provide effective remedy. Participants agreed that the UNGPs provide useful guidance on grievance mechanism best practice. The UNGPs state that non-judicial grievance mechanisms should be legitimate, accessible, predictable, equitable, transparent, rights compatible and a source of continuous learning. Operational-level mechanisms should also be based on engagement and dialogue.

Ensuring that power differences are addressed within grievance mechanisms was noted as crucial to effective remedy in this area. Social media was mentioned as an increasingly significant unofficial grievance mechanism as a channel to provide timely responses, particularly in relation to customer complaints.

A number of challenges in relation to business’ grievance mechanisms were identified. One was that complaints units within companies or those responsible for operational-level grievance mechanisms need to have sufficient access and leverage throughout the company in order for the successful resolution of issues. Where possible, relevant stakeholder relations (i.e. community relations) teams should work alongside grievance teams to allow direct feedback to complainants who can often become lost within complex processes. Complainants should also have the right to choose grievance mechanisms and should be supported to make informed decisions about their choices.

Grievance mechanisms also need to be culturally appropriate while still respecting international human rights standards. Where companies operate offshore, it may not be as simple as requiring an overseas location to have the same grievance mechanism that exists at corporate or in other countries of operation as this may not be in line with cultural values. There is, however, an opportunity for companies to create a safe reporting culture where making a complaint is widely accepted. Companies need to have effective standard operating procedures around grievances, and also ensure that these reflect the local context. For example, companies should consider whether particular groups in the community would feel comfortable using the mechanism, and have access to it. Remedies and outcomes must also be culturally sensitive to ensure that the processes do not do more harm than good.

Discussion was also had around whether there were particular types of human rights abuses which should not be addressed through company grievance processes, but should instead go through judicial processes. In particular, the most egregious forms of human rights abuse were discussed here including breaches of the right to life and sexual violence. It was noted that context is important here, as some situations may cause further victimisation if the complaint is escalated to formal judicial processes.



Thematic discussions

Bringing a human rights lens to Indigenous engagement

This discussion explored how business can bring a human rights lens to Indigenous engagement, and ways in which Australian businesses can take action to respect and support the rights of Aboriginal and Torres Strait Islanders.

The importance of using and engaging with the UN Declaration on the Rights of Indigenous Peoples was highlighted, noting that the Declaration is a useful tool for businesses and the community. Four key principles contained in the Declaration were discussed:

1. self-determination;
2. participation in decision-making (underpinned by free, prior and informed consent and good faith);
3. respect for and protection of culture; and
4. equality and non-discrimination.

The development of the UN Global Compact's *Business Reference Guide to the UN Declaration on the Rights of Indigenous Peoples* has provided clarity for businesses around practical steps they can take to ensure that they are both respecting and advancing Indigenous rights.

The apology to the Stolen Generations in 2008 and the development of Reconciliation Action Plans were also seen as focusing events for the Australian business community in this space.

Investing in relationships and basing them in respect was seen as crucial, and it was agreed that building trust takes time, often longer than standard corporate timelines. Long term engagement and community-driven approaches were highlighted as essential to successful projects and outcomes. Listening to what Indigenous communities want for themselves is absolutely critical for both business and government. Understanding Indigenous culture is important for effective engagement, and a number of businesses are now looking to move from cultural awareness to cultural competency.

"We want to move beyond cultural awareness to cultural competency."
(Business representative)

Indigenous employment remains a challenge for a number of sectors, but means to improve it exist. Cultural awareness and competency within businesses can support improved employment outcomes and retention. Engaging with Indigenous businesses through supply chains also supports Indigenous employment.

The discussion explored how businesses are increasingly advocating for Indigenous rights beyond their business engagement activities, for example through support for constitutional recognition. It was suggested that business could have a stronger advocacy voice in this space, for example in relation to the recent Government funding cuts to Indigenous organisations.

Strong community ownership of initiatives together with collaboration between actors – communities, business, government and others – are key to continued improvement.

Managing human rights in the supply chain: a hypothetical

Participants in this session explored an interactive hypothetical case study to gain practical insights into managing human rights issues within complex supply chains at a hypothetical major sporting event. The case study demonstrated the breadth of issues to be mindful of when planning any business venture, as well as the importance of strong corporate governance.

The case study also provided participants with useful tools to draw upon, such as human rights due diligence assessment frameworks, consideration of different issues at supply chain tiers, and better understanding of the articles of the UN Declaration of Human Rights.



Outcomes

The Dialogue progressed the business and human rights discourse in Australia by bringing together, for the first time, actors from key stakeholder groups and sectors to explore successes, challenges and the 'next steps' required to meet those challenges and move the agenda forward. The Dialogue provided a shared and enhanced understanding of the 'state of play' in business and human rights in Australia and abroad among key stakeholder groups, and generated networks within and between stakeholder groups

The Dialogue demonstrated that the discussion has largely moved beyond 'why' business should respect human rights, to the practical questions around 'how' to effectively do so, highlighting a strong commitment from different sectors to improving practices and working with other stakeholder groups.

Key challenges include:

- Scaling up good practice across and within all stakeholder groups.
- The translation and integration of human rights language into business operations and practices.
- Policy coherence within business, civil society and government to avoid a siloed approach.

Key opportunities include:

- Continuing and advancing the multi-stakeholder dialogue.
- Building the capacity of Australian businesses.
- Sharing leading Australian practices internationally, including regionally.
- Strategically engaging small and medium sized enterprises.
- Exploring what respecting human rights means in a developed country context such as Australia.

Opportunities were also identified for the Australian Government to support the continuing dialogue in this space.

The Dialogue identified a desire from all stakeholder groups for the conversation to continue, and the Global Compact Network Australia and Australian Human Rights Commission will look to convene a further national dialogue in 2015. Consideration is also being given to additional activities as part of coordinated action ahead of that dialogue, including sectoral and issue-specific activities, as well as initiatives focused on building the capacity of Australian business to understand and respond to human rights issues.

"A wonderful event – this should continue."
(Business representative)



Annexure A: Dialogue Agenda

8.30am	Registration
9.00 – 9.15am	Welcome to Country and Opening <ul style="list-style-type: none"> - Alice Cope, Executive Manager, Global Compact Network Australia - Uncle Chicka Madden, Gadigal Elder - Professor Gillian Triggs, President, Australian Human Rights Commission - Catherine Hunter, Chair, Global Compact Network Australia and Head of Corporate Citizenship, KPMG
9.15 – 10.15am	Setting the Scene: High-Level Panel and Q&A <ul style="list-style-type: none"> - Phil Edmands, Managing Director, Rio Tinto Australia - Sam Mostyn, Non-Executive Director, Transurban, Virgin Australia and CitiBank Australia; President, ACFID - David Fredericks, Deputy Secretary, Civil Justice and Legal Services Group, Commonwealth Attorney-General's Department - Tim Costello, CEO, World Vision Australia - Facilitator: Dr Alexandra Guaqueta, Chair, UN Working Group on Business and Human Rights
10.15 – 10.30am	Break
10.30am – 12.10pm	The Corporate Responsibility to Respect Human Rights <ul style="list-style-type: none"> - Megan Christensen, Group Manager Corporate Sustainability, Oil Search - Rosemary Bissett, Head of Sustainability Governance & Risk, National Australia Bank - Armineh Mardirossian, Head of Corporate Responsibility, Woolworths - Christina Hill, Mining Advocacy Coordinator, Oxfam Australia - Facilitator: Richard Boele, Managing Director, Banarra
12.10 – 2.00pm	Lunch and Thematic Sessions
	Bringing a human rights lens to Indigenous Engagement <ul style="list-style-type: none"> - Mick Gooda, Aboriginal and Torres Strait Islander Social Justice Commissioner - Cath Brokenborough, Chair Indigenous Engagement and Reconciliation, Lend Lease - Catherine Hunter, Head of Corporate Citizenship, KPMG - Tim O'Leary, Chief Sustainability Officer, Telstra
	Managing Human Rights in the Supply Chain This session will involve participants in a practical hypothetical case study. Facilitator: Leeora Black, Managing Director, Australian Centre for Corporate Social Responsibility
2.00 – 2.20pm	Break
2.20 – 3.20pm	The Role of Government and the State Duty to Protect <ul style="list-style-type: none"> - Nick O'Donnell, Regional Director (APAC), Public Policy, Yahoo! - James Ensor, Senior Manager Social Policy, BHP Billiton - Rachel Ball, Director - Advocacy and Campaigns, Human Rights Law Centre - Sally Moyle, Principal Sector Specialist (Gender), Department of Foreign Affairs and Trade - Facilitator: Vanessa Zimmerman, Group Advisor Human Rights, Rio Tinto
3.20 – 3.40pm	Break



3.40 – 4.40pm	<p>Grievance Mechanisms and Access to Remedy</p> <ul style="list-style-type: none"> - Patrick Bindon, Corporate Affairs, Barrick Gold - Sonya Rand, Ethical Sourcing Manager, Coles - Tracey Raymond, Director, Investigation & Conciliation Service, Australian Human Rights Commission - Assoc. Prof. Deanna Kemp, Deputy Director, Centre for Social Responsibility in Mining, University of Queensland - Facilitator: Rachel Nicolson, Partner, Allens
4.40 – 5.30pm	<p>Summary and Closing</p> <ul style="list-style-type: none"> - Vanessa Zimmerman, Group Advisor Human Rights, Rio Tinto - Dr Alexandra Guaqueta, Chair, UN Working Group on Business and Human Rights - Professor Gillian Triggs, President, Australian Human Rights Commission - Catherine Hunter, Chair, Global Compact Network Australia and Head of Corporate Citizenship, KPMG
5.30 – 6.30pm	<p>Networking Drinks</p>

About the Global Compact Network Australia

The Global Compact Network Australia is the Australian business-led network of the United Nations Global Compact, the world's largest corporate responsibility initiative. The GCNA offers practical help to Australian companies to integrate and operationalise the principles of the UN Global Compact, in the areas of human rights, labour, the environment and anti-corruption, within their business practices and strategies. This is achieved through providing a national and international platform for dialogue, learning and influence that is inclusive, practical and leading edge.

Contact:

Alice Cope
Executive Manager
alice.cope@unglobalcompact.org.au

www.unglobalcompact.org.au

About the Australian Human Rights Commission

The Australian Human Rights Commission leads the promotion and protection of human rights in Australia by making human rights values part of everyday life and language; empowering all people to understand and exercise their human rights; working with individuals, community, business and government to inspire action; and keeping government accountable to national and international human rights standards.

Contact:

Sarah McGrath
Adviser to the President
sarah.mcgrath@humanrights.gov.au

www.humanrights.gov.au



Further Resources

There are numerous resources available to support companies in their efforts to respect and support human rights and implement the UN Guiding Principles. The following resources are a selection.

UN Guiding Principles

Guiding Principles on Business and Human Rights (2011) (Office of the High Commissioner for Human Rights) http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

The Corporate Responsibility to Respect Human Rights: An Interpretive Guide (2012) (Office of the High Commissioner for Human Rights) http://www.ohchr.org/Documents/Publications/HR.PUB.12.2_En.pdf

Websites / Resource Hubs

Australian Human Rights Commission, www.humanrights.gov.au/business-and-human-rights

Business and Human Rights Resource Centre, www.business-humanrights.org

Global Compact Network Australia, www.unglobalcompact.org.au

Human Rights and Business Dilemmas Forum, hrbdf.org

The Danish Institute for Human Rights, *Focus Areas: Human Rights and Business* webpage, <http://www.humanrights.dk/focus+areas/human+rights+and+business/tools+and+methods>

UN Forum on Business and Human Rights, <http://www.ohchr.org/EN/Issues/Business/Forum/Pages/ForumonBusinessandHumanRights.aspx>

UN Global Compact, *Tools and Guidance Materials on Business and Human Rights* webpage, http://www.unglobalcompact.org/Issues/human_rights/Tools_and_Guidance_Materials.html

UN Working Group on Business and Human Rights, <http://www.ohchr.org/EN/Issues/Business/Pages/WGHRandtransnationalcorporationsandotherbusiness.aspx>

Publications / Guidance / Tools

Human Rights Translated: A Business Reference Guide (2008) (Castan Centre for Human Rights Law, International Business Leaders Forum, Office of the High Commissioner for Human Rights and UN Global Compact) http://www.unglobalcompact.org/docs/news_events/8.1/human_rights_translated.pdf

How to Do Business with Respect for Human Rights (2010) (Global Compact Network Netherlands) http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/how_to_business_with_respect_for_human_rights_gcn_netherlands_june2010.pdf

Human Rights Compliance Assessment (HRCA) Quick Check (2006) (The Danish Institute for Human Rights) http://www.humanrights.dk/files/pdf/Publikationer/Human%20Rights%20and%20Business/HRCA_English.pdf

A Human Rights Management Framework (2010) (UN Global Compact, International Business Leaders Forum, Office of the High Commissioner for Human Rights, Business Leaders Initiative on Human Rights and The Global Business Initiative on Human Rights) http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/HR_E_Framework_Poster_A2.pdf

How to Develop a Human Rights Policy (2011) (UN Global Compact and Office of the High Commissioner for Human Rights) http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/HR_Policy_Guide.pdf



Decision Map: Doing Business in High-Risk Human Rights Environments (2010) (The Danish Institute for Human Rights) http://www.humanrights.dk/files/pdf/Publikationer/Human%20Rights%20and%20Business/doing_business_in_highrisk_human_rights_environments_180210.pdf

National Action Plans

An Australian National Action Plan for the Implementation of the UN Guiding Principles on Business and Human Rights: Background Paper (2014) (Human Rights Law Centre) http://hrlc.org.au/wp-content/uploads/2014/04/National_Action_Plan_on_Business_and_Human_Rights_backgroundpaper_2014.pdf

National Action Plans on Business and Human Rights: A Toolkit for the Development, Implementation, and Review of State Commitments to Business and Human Rights Frameworks (2014) (International Corporate Accountability Roundtable (ICAR) and the Danish Institute for Human Rights) <http://accountabilityroundtable.org/wp-content/uploads/2014/06/DIHR-ICAR-National-Action-Plans-NAPs-Report3.pdf>

UN Working Group on Business and Human Rights, *State national action plans* webpage, <http://www.ohchr.org/EN/Issues/Business/Pages/NationalActionPlans.aspx>