

# A Human Rights Matrix

THESE STANDARDS ARE NOT FIXED AND WILL EVOLVE OVERTIME

AREA	A1. General obligations	B2. Right to equal opportunity and non-discriminatory treatment	C. Right to security of persons		D. Rights of workers			
			C3. Right to security of persons	C4. Security arrangements	D5. Forced or compulsory labour	D6. Childrens' rights	D7. Safe and healthy workplace	D8. Adequate remuneration
ESSENTIAL	Essential requirements in compliance with international human rights standards, including: The Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, the Convention against Torture, the Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child. These commitments are universal and enforced by governments, but also apply in situations where a government is unwilling or unable to enforce these standards.							
	Compliance with the 'core' Conventions of the International Labour Organisation							
	Compliance with national laws and regulations in the countries of operation							
EXPECTED	Public statement of commitment to human rights	Equal opportunities policy	Employee self-protection advice / training	Criteria in contracts for security services  Develop understanding from standards such as the Voluntary Principles on Security and Human Rights on how to best manage relations with security staff and engage in training of relevant staff on the protection of human rights.	Train managers to ensure they are able to detect different forms of forced labour  Rigorously inspect work facilities to ensure that premises are free from all forms of forced labour	Supplier screening / monitoring	Global HSE guidelines specifying standards, implementation and compliance process	Pay at least living wage in all countries of operation
	Public statements of commitment to ILO Core conventions, UDHR, OECD guidelines, etc.	Progressive Maternity, Adoption, Family leave, Harassment policies		Work with the local police (public) or security service providers (private) in advance of a project to develop a common understanding and agreement to protect human rights in the event of a dangerous situation requiring intervention.			Safety management system	Pension provision in all countries of operation
		Focused diversity initiatives/ programmes and leadership structure					Publication of performance data	Merit-based pay and performance system
		Diversity awareness/ training for employees					Training for employees and selected Third Parties	Wage level incorporated into supplier screening criteria
		Support for specific programmes e.g. black empowerment in South Africa					Participation in industry safety forums and initiatives	
	Public reporting of basic performance metrics							
DESIRABLE	Cooperation with Human Rights related institutions	Chairman's award to promote best practice	Employee personal accident insurance		Withdrawal from countries where forced labour is prevalent		Safety working groups	Enhanced pension schemes
		Membership of forums promoting diversity, gender balance etc.	Employee Assist (24 hour confidential help line)		Rigorously inspect suppliers' facilities to ensure that premises are free from all forms of forced labour		Community safety education programmes	Share ownership schemes
		Training programs and work placement for vulnerable / excluded groups					Public safety awareness campaigns	
		Targeted products / services for disadvantaged groups					HIV/AIDS awareness and treatment programmes	
						Corporate standards applied within business partnerships and supply chain		

E. Respect for national sovereignty and human rights				F13. Obligations with regard to consumer protection	G14. Obligations with regard to environmental protection	H. General provisions of implementation		
D9. Freedom of association / collective bargaining	E10. Respect for national governance practices	E11. Bribery	E12. Contribution to realisation of human rights			H15. Internal rules of operation	H16. Monitoring	H17. Reparations
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Compliance with the 'core' Conventions of the International Labour Organisation								
Compliance with national laws and regulations in the countries of operation								
Do not interfere with union activities after hours and cooperate with union and workers to participate in union business during working hours	Commitment to political neutrality	Bribery and corruption prevention policy	On-going studies into the safety of products and services		Environment policy	Code of conduct	3rd party verification of CSR reporting	Corporate policy on protection for whistle-blowing
	Letter of Assurance process	Carry out a risk assessment study of the home and host countries and of actors in the supply chains in both countries.			Formal environmental management system(s)	Board Committee with terms of reference covering environmental and social issues including human rights.		Offer fair and timely compensation
Refrain from exerting any inappropriate influence that might jeopardize the independence of the union	Board Audit and Compliance Committee				Procurement process assessed	Annual review of policies		
	Transparent public reporting in Annual Report				Goals for reduction of energy consumption	Public reporting, for example according to GRI or other reporting standards		
Establishment of Consultative Committees (e.g. Health and safety)					Established risk management process			
					Certification of ISO14001 environmental management programme(s)			
Trade union consulted on all business changes that impact employees in relevant areas	Participation in public good governance debate incl. corruption	Training on compliance / Grey zones	Matched giving (support employee's charitable giving)		Supplier development programme	Public reporting, for example according to GRI or other reporting standards.	Internal audits of social and environmental performance	Internal audits of human rights complaints mechanisms
Models to meet employee needs in countries with difficult official policies			Community Investment strategy, policy and programmes focusing on human rights issues			Business development / due diligence processes incorporate human rights risks		
Avoid actions which may undermine the union's credibility with members			Support to educational programmes / local enterprise					
			Corporate foundation giving					