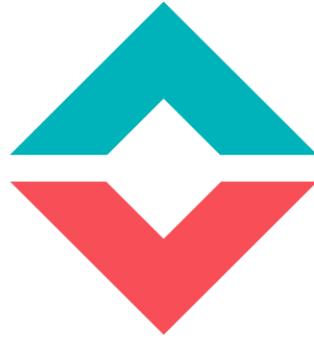


CHRB



Corporate Human
Rights Benchmark

Dan Neale

CHRB Programme
Director

@rankBHR #chrbr #bizhumanrights
www.corporatebenchmark.org

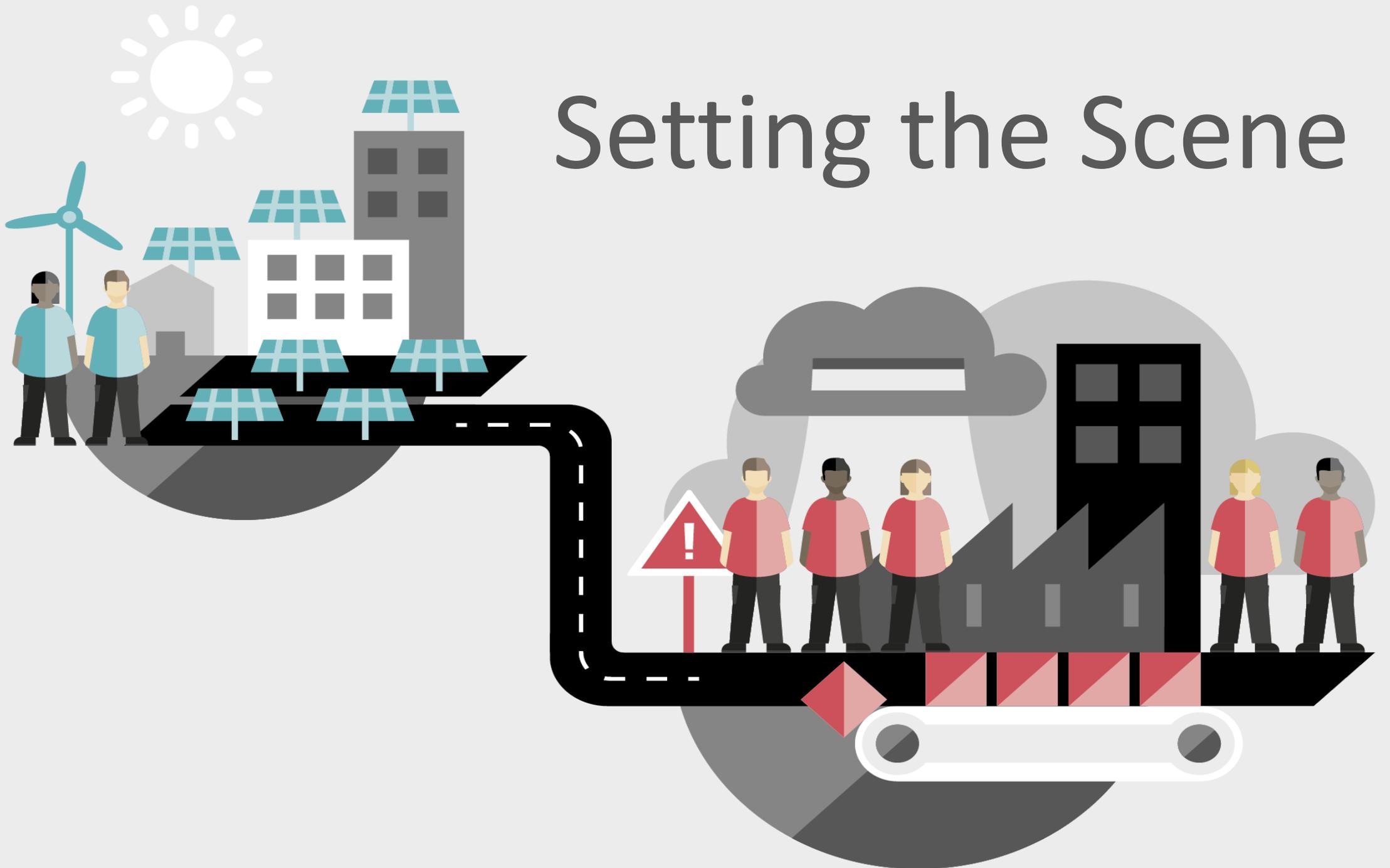
Corporate Human Rights Benchmark

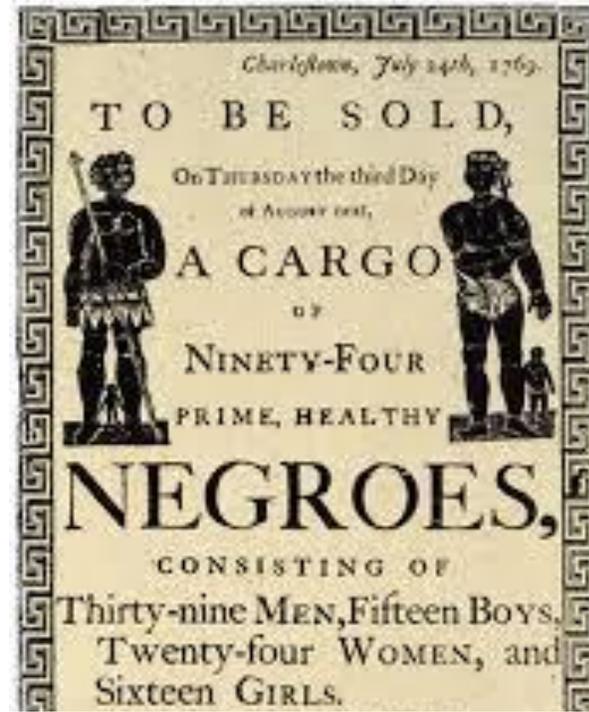


The Corporate Human Rights Benchmark is a unique collaboration led by investors & civil society organisations dedicated to creating the first open and public benchmark of corporate human rights performance.



Setting the Scene

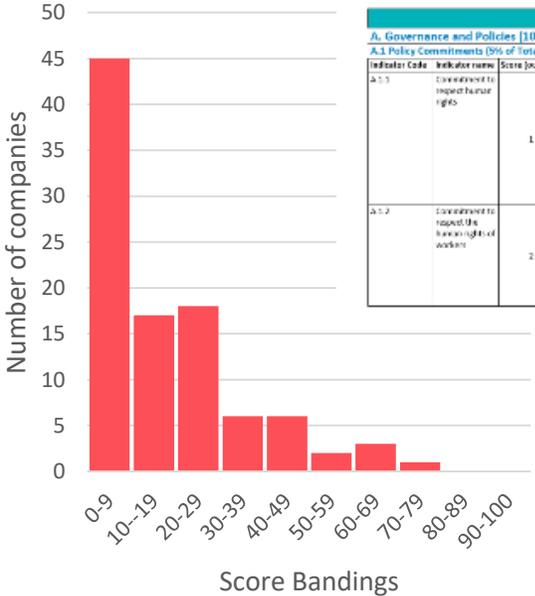




Theory of Change?

Provide **free data** to enable key stakeholders to make informed choices and create a competition for human rights performance

BANDRANGE	COMPANY	INDUSTRY
60-69%	BHP Billiton	EX
	Marks & Spencer Group	AG / AP
	Rio Tinto	EX
50-59%	Nestle	AG
	Adidas	AP
	Unilever	AG
40-49%	Total	EX
	Hennes & Mauritz	AP
	Kellogg	AG
	Anglo American	EX
	Gap	AP
	Freeport-McMoRan	EX
	BP	EX
	Tesco	AG / AP
	ConocoPhillips	EX
	Chevron Corporation	EX
The Coca-Cola Company	AG	
30-39%	Nike	AP
	Statoil	EX
	Pernod-Ricard	AG
	Royal Dutch Shell	EX
	General Mills	AG
	VF	AP
	Inclitex	AP
	Sasol	EX
	Hanesbrands	AP
	Vale	EX
Ecopetrol	EX	
Glencore	EX	
Heineken NV	AG	



Corporate Human Rights Benchmark 2018 Company Scorecard

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Corporate Human Rights Benchmark

Company Name: Agricultural Products (Supply Chain and Own Operations)
Overall Score (*): 29.8 out of 100

Theme Score	Out of	For theme
2.5	10	A. Governance and Policies
33.3	25	B. Embedding Impact and Human Rights Due Diligence
4.0	15	C. Remedies and Grievance Mechanisms
2.0	20	D. Performance: Company Human Rights Practices
6.7	20	E. Performance: Responses to Serious Allegations
3.8	10	F. Transparency

(*): Please note that any small differences between the overall score and the added total of measures (theme scores) are due to rounding the numbers at different stages of the score calculation process.

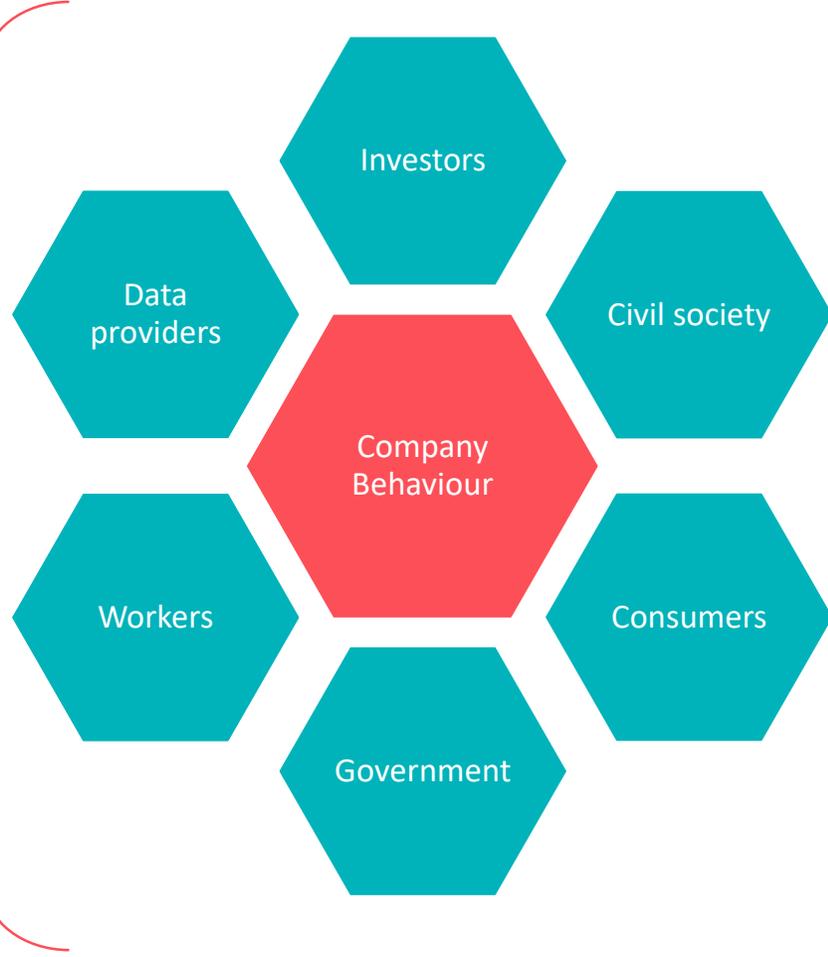
Please note also that the "best over" label in the explanation boxes below does not necessarily mean that the company does not meet the requirements as they are described in the bullet point about last. Rather, it means that the analysis could not find a stronger or public sources that met the requirements as described in the CHRB 2018 Methodology document. For example, a "best over" under "General HR Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company is judged to have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies [10% of Total]

A.1 Policy Commitments [9% of Total]

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HR commitments: The Company website on the website that has clear responsibilities to respect human rights and in their policies document. Indicators that "A1.1.1.1" is met through external that demonstrates our intention of achieving the right results, the right view, integrity, respect, cooperation, responsibility, inclusion and responsibility, identify commitment to human rights and reflects these company values, and specifically respect. [Human rights policy, 2017. www.adn.com] Met: UNGC: Though the HR policy refers to the Global Principles, it does not explicitly refer to UNGC. [Human rights policy, 2017. www.adn.com] Met: OECD
A.1.2	Commitment to respect the human rights of workers	2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> Met: UNGC principles 3 & 6: In its 2016 sustainability report, the CEO letter mentions that they are proud to be "aligned" in the UN Global Compact and remain committed to the Ten Principles, which are focused on corporate responsibilities in the areas of human rights. [Corporate sustainability report, 2016. www.adn.com] Met: ILO Conventions: The company website on the website that has clear responsibilities to respect human rights and in their policies document. Indicators that "A1.1.2" is met through external that demonstrates our intention of achieving the right results, the right view, integrity, respect, cooperation, responsibility, inclusion and responsibility, identify commitment to human rights and reflects these company values, and specifically respect. [Human rights policy, 2017. www.adn.com]



Make corporate human rights performance **easier to see and simpler to understand** for a wide range of audiences - inside and outside companies.

Acknowledge companies putting human rights at the core of their business, while also pointing the way toward improved performance on key human rights issues.

Introduce a **positive competitive environment** for companies to race to the top of the annual ranking.

CHRB OBJECTIVES

Enable investors to **incorporate social 'costs' into capital allocation decisions** to better reflect the true cost of doing business.

Equip civil society, workers, regulators and consumers with information to take an evidence-based approach to **challenge poorly performing companies.**

Investors will be better equipped to direct investments to companies performing in line with international human rights standards, and engage with those who are not to improve their performance or shift their capital away if improvements are not achieved.

Civil society, workers communities, customers and consumers will be empowered with better information to encourage and pressure human rights advances by companies and make well-informed choices about which companies to engage with.

EXPECTED IMPACTS

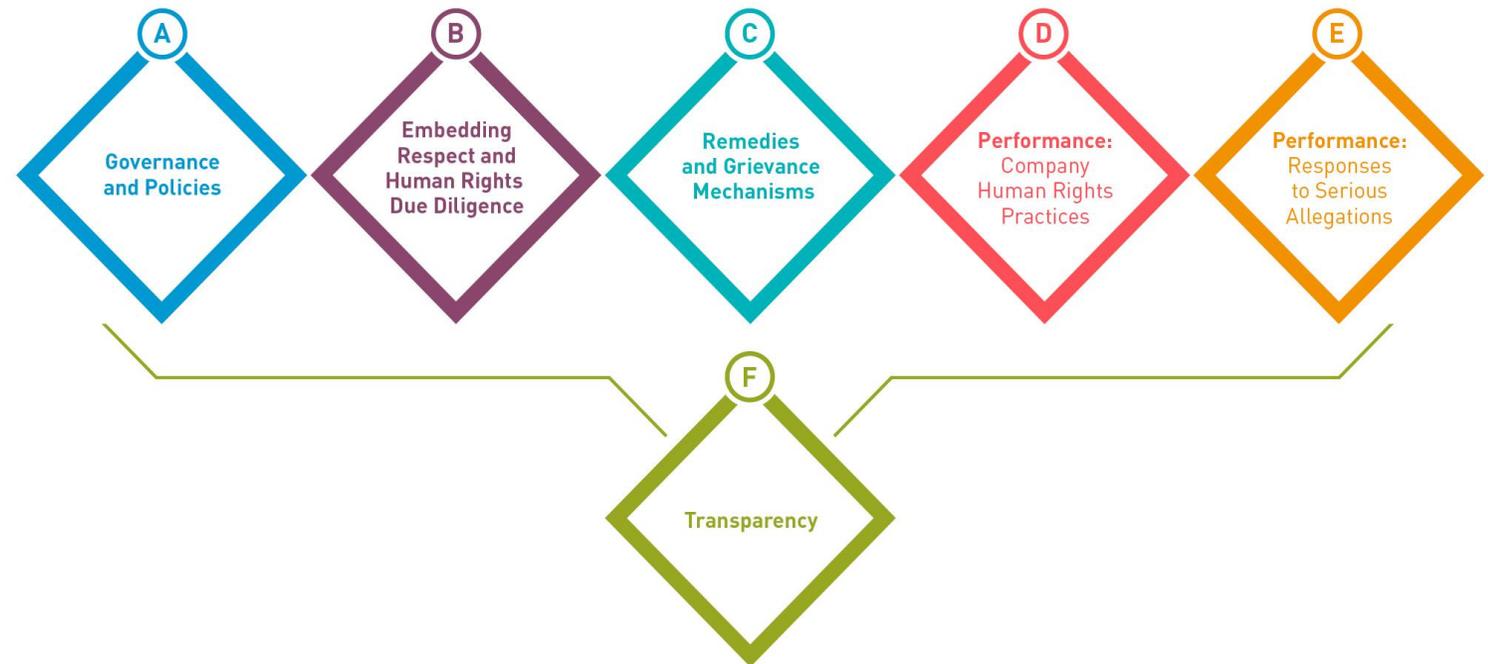
Businesses will be incentivised to demonstrate they respect human rights by making information publicly available, and when impacts occur more likely to demonstrate how they were addressed and the lessons learned. This provides an opportunity to learn from peers within and across industries, and improve preventative measures as well as effective remedies for victims.

Policy-makers and regulators will have an objective means helping them to focus on those companies and industries that have significant human rights risks and impacts and those underperforming despite these risk and impacts, highlighting where increased interventions, regulation and incentives might be necessary.



Assessment

The CHRB Measurement Themes and Indicators

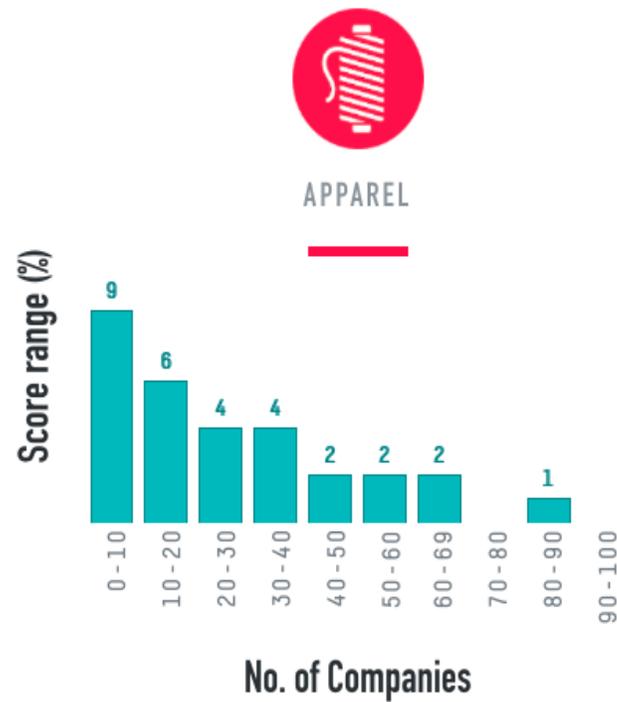
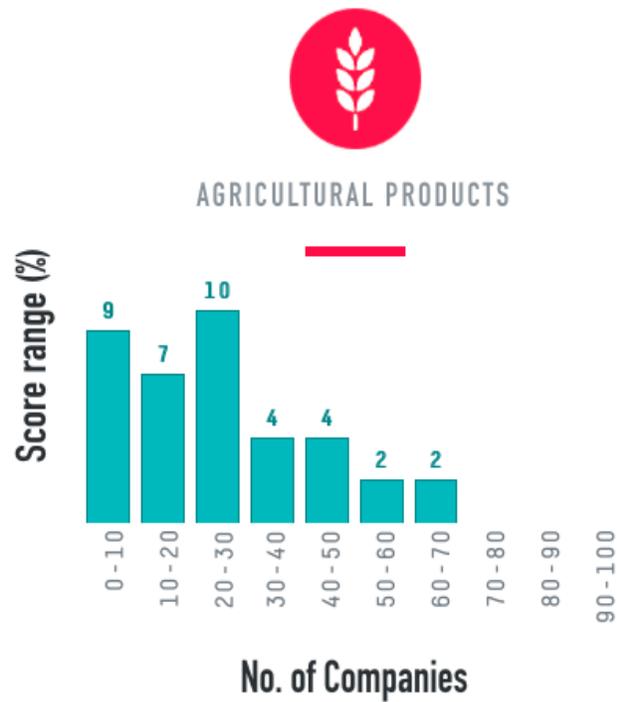


2018 Results



2018 Results – 3 sectors

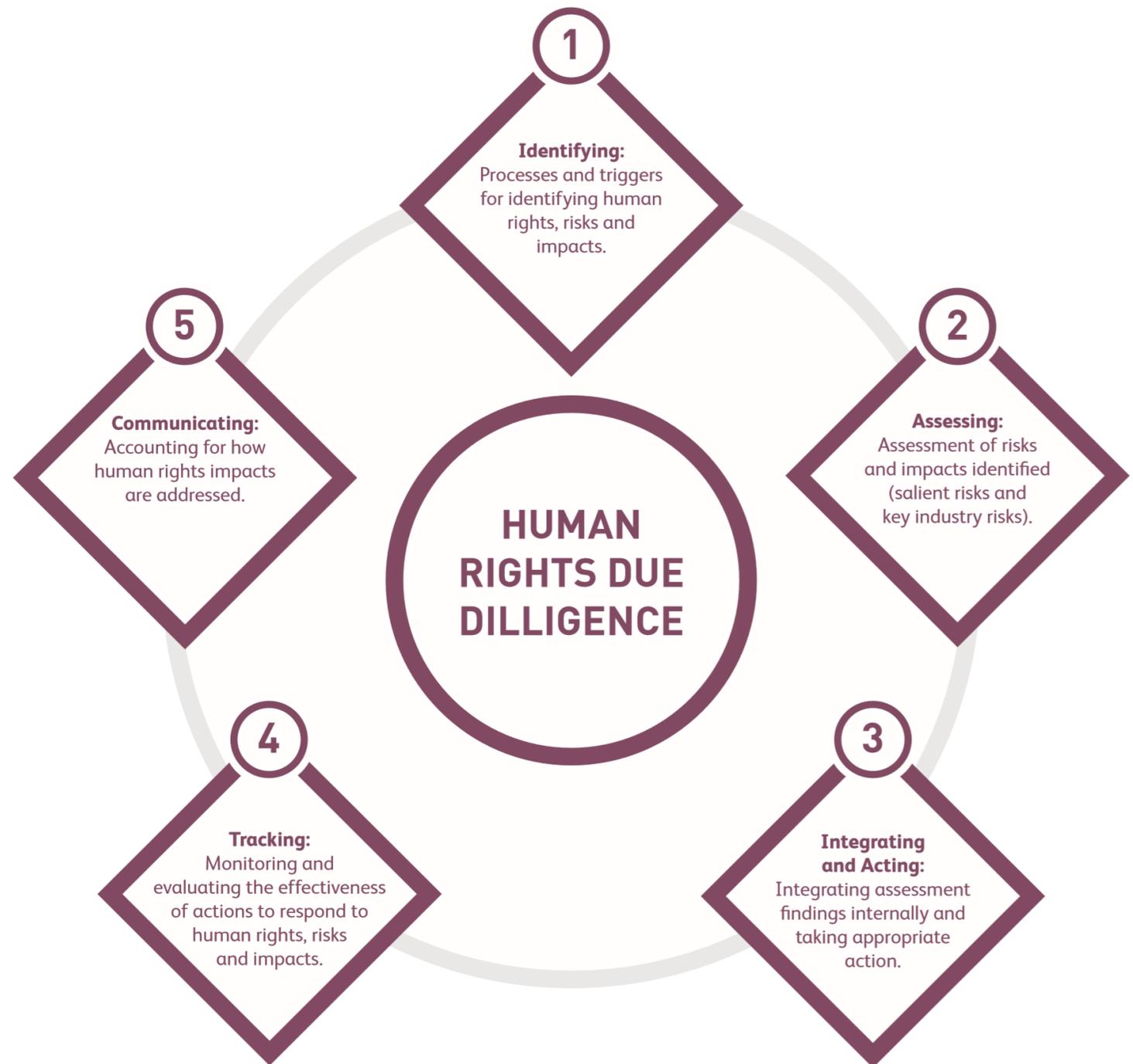
- Agricultural Products: 38 Companies
- Apparel: 30 Companies
- Extractives: 41 Companies



80% Commit
to respect

50% Offer
Remedy

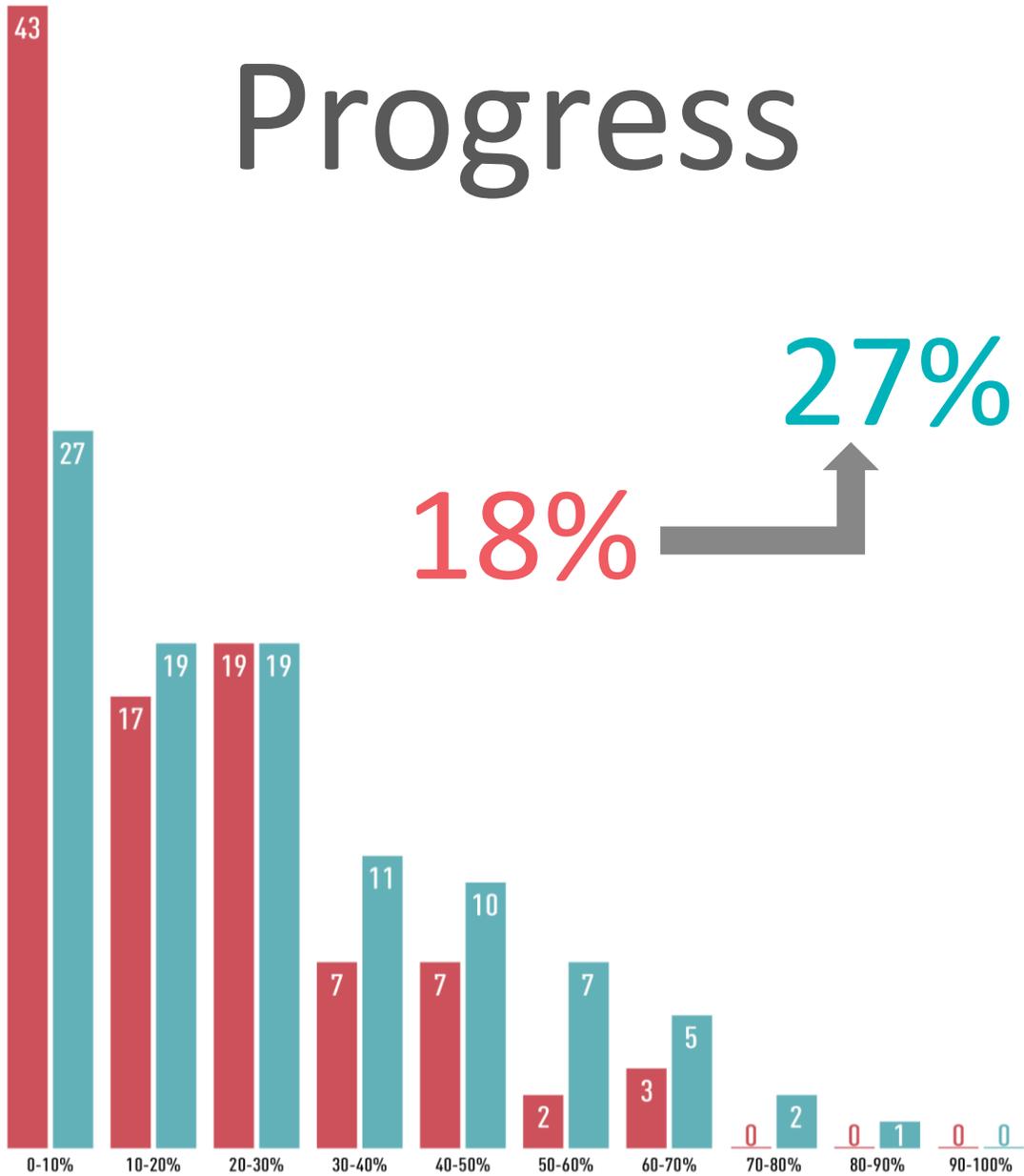
4% Talk Money



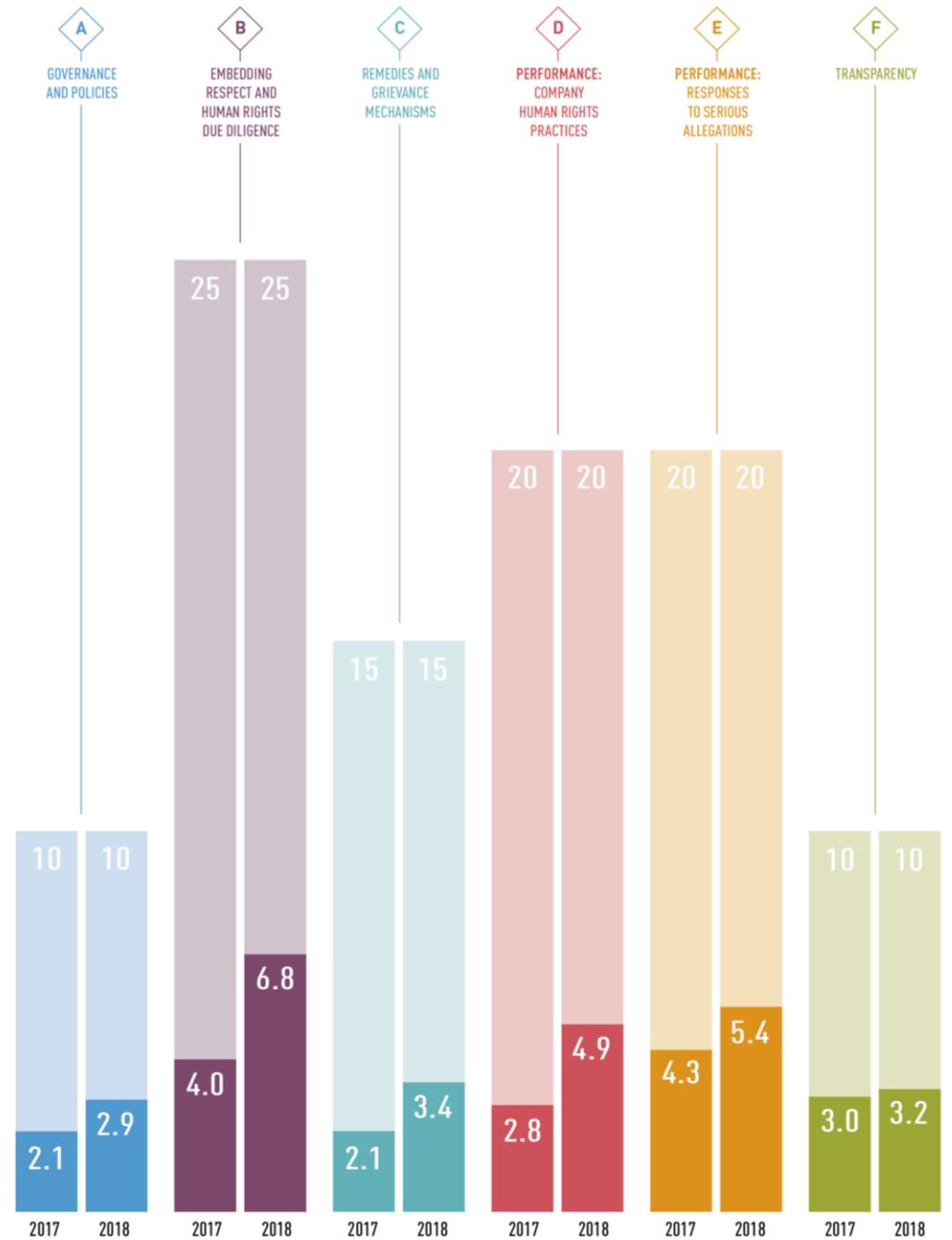


- Living Wages
- Child labour
- Forced labour
- Freedom of association

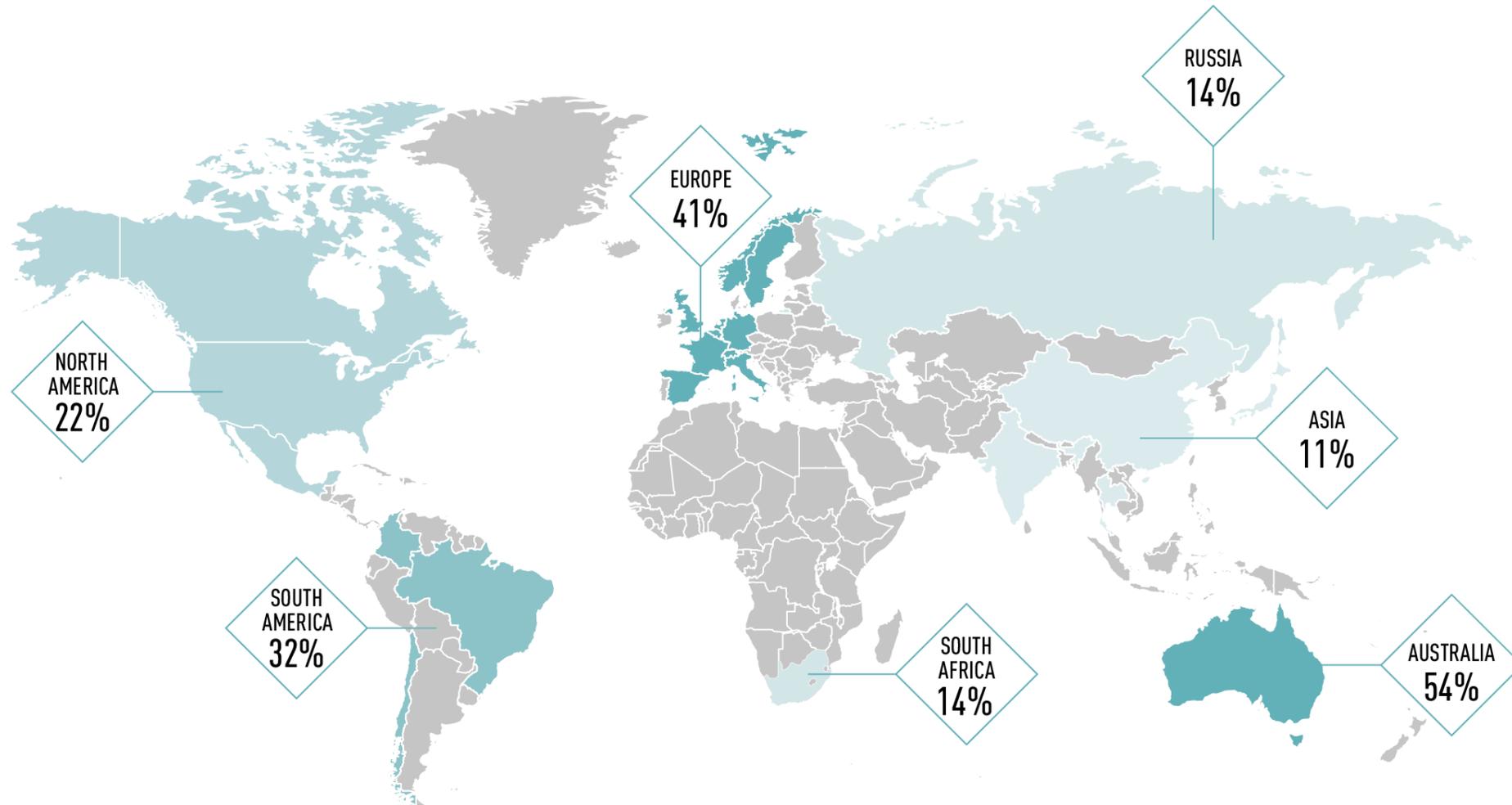
Progress



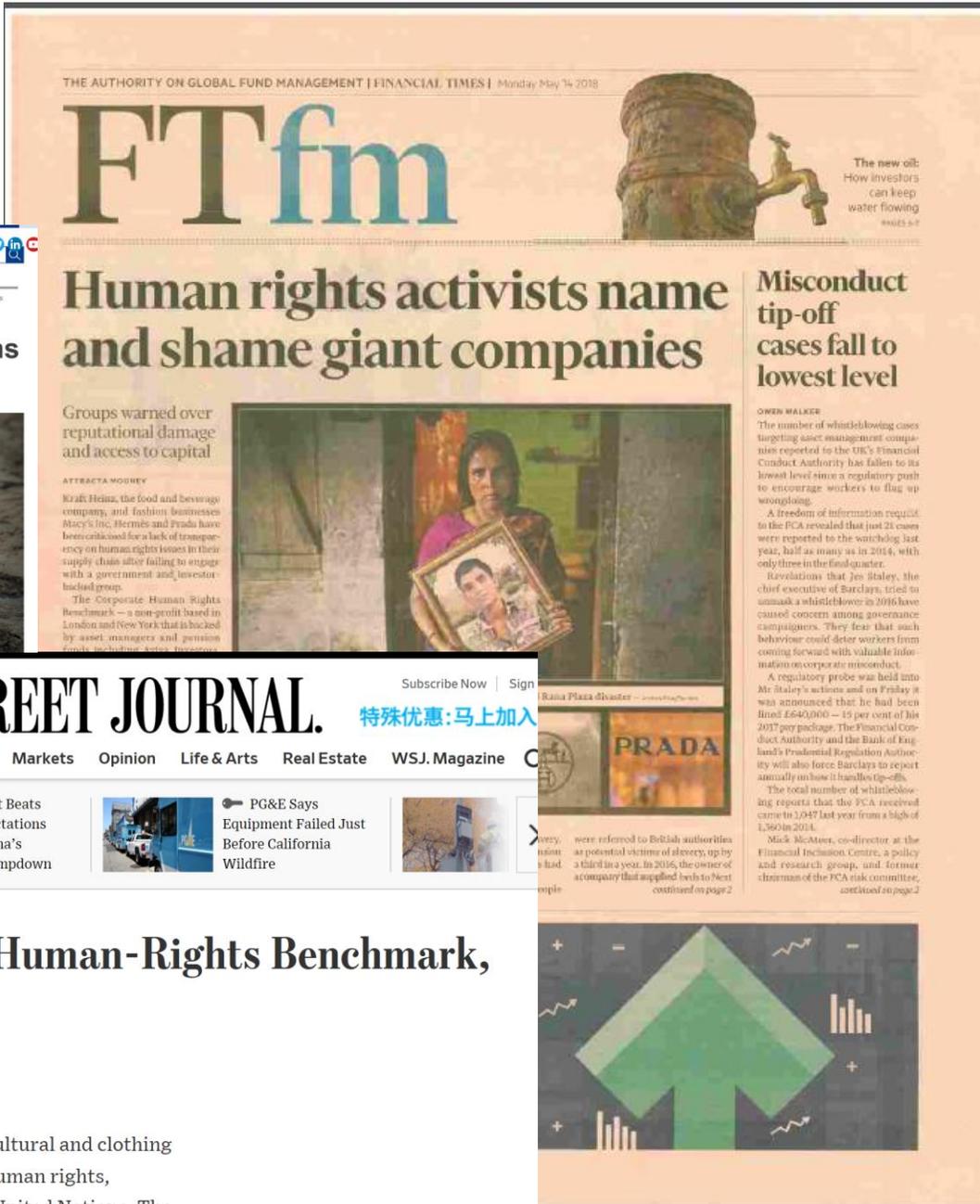
■ NUMBER OF COMPANIES PER BAND IN 2017
■ NUMBER OF COMPANIES PER BAND IN 2018



Global Expectations



Attention



THE AUTHORITY ON GLOBAL FUND MANAGEMENT | FINANCIAL TIMES | Monday May 14 2018

FTfm

The new oil: How investors can keep water flowing

Human rights activists name and shame giant companies

Misconduct tip-off cases fall to lowest level

Groups warned over reputational damage and access to capital

OWEN WALKER
The number of whistleblowing cases targeting asset management companies reported to the UK's Financial Conduct Authority has fallen to its lowest level since a regulatory push to encourage workers to flag up wrongdoing.

A freedom of information request to the FCA revealed that just 21 cases were reported to the watchdog last year, half as many as in 2014, with only three in the final quarter.

Revelations that Jey Staley, the chief executive of Barclays, tried to smother a whistleblower in 2016 have caused concern among governance campaigners. They fear that such behaviour could deter workers from coming forward with valuable information on corporate misconduct.

A regulatory probe was held into Mr Staley's actions and on Friday it was announced that he had been fined £640,000 – 15 per cent of his 2017 pay package. The Financial Conduct Authority and the Bank of England's Prudential Regulation Authority will also force Barclays to report annually on how it handles tip-offs.

The total number of whistleblowing reports that the FCA received came to 1,047 last year from a high of 1,360 in 2011.

Mick McAuley, co-director at the Financial Inclusion Centre, a policy and research group, and former chairman of the FCA risk committee, continued on page 2

Groups warned over reputational damage and access to capital

ATTRACTA MURPHY
Kraft Heinz, the food and beverage company, and fashion businesses Macy's Inc, Hermès and Prada have been criticised for a lack of transparency on human rights issues in their supply chains after failing to engage with a government and investor-led group.

The Corporate Human Rights Benchmark – a non-profit based in London and New York that is backed by asset managers and pension funds – published its findings on Tuesday.

Rana Plaza disaster

PRADA

were referred to British authorities as potential victims of slavery, up by a third in a year. In 2016, the owner of a company that supplied beds to West continued on page 2

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Prada, Starbucks and Kraft Heinz criticised on transparency
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- 3 Fast Asia Open: Japan consumer prices, India wholesale prices
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- 5 **FTfm**
Big two proxy advisers face glare of SEC scrutiny



Ethical company website snippet with navigation menu: Home, Communications & Reporting, Environment, Business Strategy, Stakeholder Engagement, Supply Chains, People & Careers.

New human rights ranking shows most firms have barely left the starting line



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Companies Fail to Meet Human-Rights Benchmark, Study Finds

By Samuel Rubinfeld

Nov 11, 2018 7:01 pm ET

Major companies in the resource extraction, agricultural and clothing industries are failing to demonstrate respect for human rights, according to a study based on principles from the United Nations. The study, produced by the Corporate Human Rights Benchmark, a

Impacts

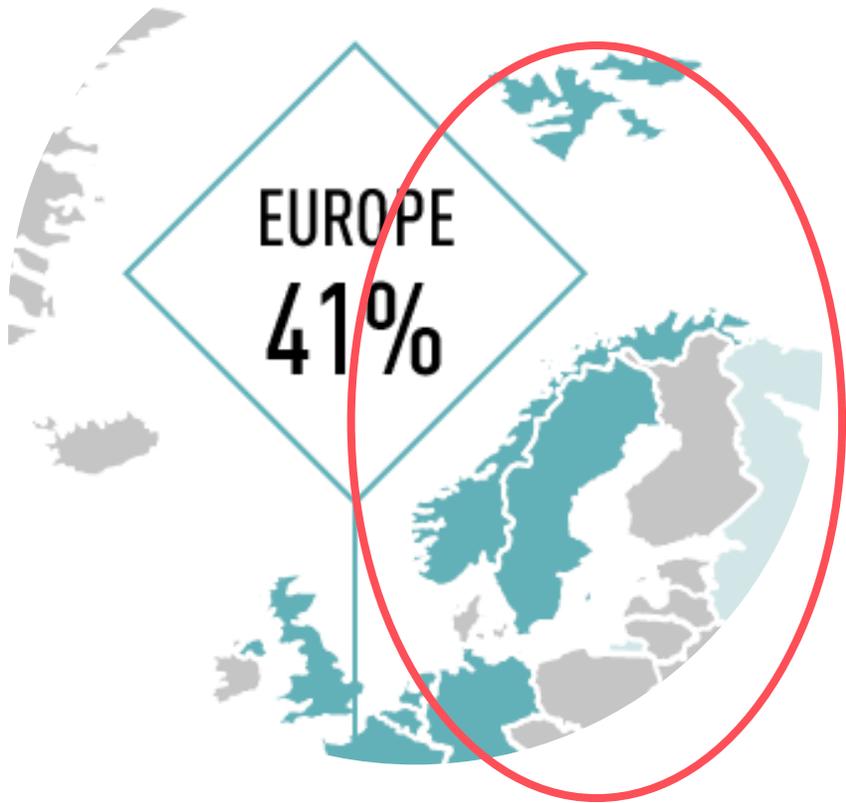
- **Investors** – engagement, voting, statements, resolutions
- **Companies** – taking it much more seriously, increased engagement & resources, competing with their peers
- **Multiplier effects** – expanding interest in benchmarking
- **Government** – NAP reviews, Swedish SoE

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Opportunities?





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Discussion

