Embedding the Corporate Responsibility to Respect Human Rights:

A workshop for corporate functions

22 October, 2014 (09.30 -16:30 CET)
Microsoft Center, Rue Montoyer 51, Brussels

Business & Human Rights project leaders:

ArcelorMittal   HITACHI Inspire the Next   VATTENFALL   VOLKSWAGEN AKTIENGESELLSCHAFT   econsense Forum for Sustainable Development of German Business

Organised in the framework of the **European Hub on Business & Human Rights**, run in partnership with:

This interactive workshop **for CSR, Human Resources and Procurement managers** provides a platform for learning, discussion of challenges and exchange of practical approaches for embedding the corporate responsibility to respect human rights **across the business**, as outlined by the **United Nations Guiding Principles on Business and Human Rights**. The workshop will cover:

- The core components of the corporate responsibility to respect

- How to embed a policy commitment throughout the organization

- How to set the tone from the top and engage key functions

- The roles that the Human Resources and Procurement functions can play in making respect for human rights part of everyday business

- The appropriate role of the CSR department in driving and coordinating embedding of respect for human rights

The workshop will be facilitated by *Shift*, an independent non-profit center for business and Human Rights practice.

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FIBS CORPORATE RESPONSIBILITY NETWORK

SODALITAS

SODALITAS

e Forética

Hellenic Network for Corporate Social Responsibility

IRDO Institute for the Development of Social Responsibility

Network for Social Responsibility of Slovenia

Microsoft
The event is co-sponsored by **Microsoft's Technology and Human Rights Center**

9:30 – 10:00	**Welcome and introduction by CSR Europe**
	Opening remarks by Jan Noterdaeme, Senior Advisor on External Relations
	Business & Human Rights in Europe: what we know, where we stand, where we are going
10:00 -10:45	**Session 1: Overview of the United Nations Guiding Principles on Business and Human Rights and the Corporate Responsibility to Respect Human Rights**
	The workshop will introduce the main concepts contained in the UN Guiding Principles, illustrated with examples.
	Participants will: understand what human rights impacts are; what the "corporate responsibility to respect" entails; and what the Guiding Principles expect of companies.
	-- Followed by Q&A
10:45 - 11:30	**Session 2: Operationalizing the Corporate Responsibility to Respect Human Rights in Practice**
	The presentation will illustrate how companies can meet the corporate responsibility to respect human rights in practice.
	Participants will learn and discuss how companies can:
	▪ *Develop a policy commitment that is embedded throughout the company*
	▪ *Conduct human rights due diligence to prevent, mitigate and account for human rights impacts; and*
	▪ *Engage in remediation, including through operational-level grievance mechanisms.*
	-- Followed by a presentation of CSR Europe on its Management Of Complaints Assessment (MOC-A) Tool
11:30 - 11:45	***Coffee Break***
11:45 - 13:00	**Session 3: Mapping relevant company functions in embedding respect for human rights: Cross-functional coordination and collaboration**
	This interactive session will analyse how to effectiively coordinate and involve several company functions when embedding respect for human rights.
	Partcipants will:
	▪ *Learn from and discuss the practical experience from a company – Company (TBC)*
	▪ *Map for their own company which functions should be involved in embedding the corporate responsibility to respect human rights*
	▪ *Share their experience and outline some common challenges, discuss the findings and lessons learned from concrete examples with fellow workshop participants*
13:00 -14:00	***Networking lunch***

14:00 -14:30	**Sessions 4: Practical experience from a company: (Microsoft, Dan Bross)** *This session shares the concrete experience of Microsoft on the key factors and challenges experienced when working on embedding respect for human rights:* ▪ *How has Microsoft sought to embed human rights into its business? What are Microsoft's human rights risks and how are they addressed?* ▪ *What has Microsoft learned about its journey of embedding respect for human rights?*
14:30 -16:00	**Session 5: Embedding Human Rights in the Procurement and Human Resources functions** *The objective of this session is for participants to begin to explore the steps they can take to embed Human Rights in the Procurement and Human Resources functions through dialogue and shared experiences.* *Participants will discuss questions like:* ▪ *How is (could) human rights (be) relevant to the function?* ▪ *How would you make the business case to the function in your company?* ▪ *What already exists for the function in the company?* ▪ *What would be the priorities for adding a human rights lens?* ▪ *How would you do it?*
16: 00 -16:15	***Discussion wrap-up***
16: 15 -16:30	***Final remarks and next steps***