



## Operationalizing corporate respect for human rights: how far have we come?

*Parallel session*

*27 November*

*15:00-18:00*

*Organized by the Global Business Initiative on Human Rights (GBI) with support from the Foreign Office of Germany*

### Part 1: Case studies on strengthening human rights performance over time

**Brief description:** During the first part of this session, participants will hear from business practitioners from four companies operating in diverse contexts and geographies, who will share their work to drive change across their organisation's operations and value chains to implement respect in practice.

#### Speakers:<sup>1</sup>

- **Dan Bross**, Senior advisor, Article One (Moderator)
- **Adebola Ogunlade**, Legal counsel, ethics & human rights, Total
- **Diego León González**, Manager of energy production, ISAGEN
- **Bruce Klawter**, Vice president, corporate social and environmental responsibility, Flex
- **Laura McManus**, Ethical sourcing lead, Konica Minolta business solutions Australia

#### Key questions:

- What prompted your company to begin working to implement respect for human rights?
- What key milestones, challenges, enablers and breakthroughs have you had along the way?
- What is the role of "intrapreneurs" in driving this work within your organisation?
- Does leadership need to come from MNCs? How can B2Bs lead and drive change?
- What drives and supports meaningful change?

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<sup>1</sup> Further information on speakers provided in Annex

- How has your work so far achieved meaningful outcomes for affected people?
- What's on the horizon for your company? What are the most pressing next steps or challenges?

## Part 2: Reflections on how far we've come, and what's needed to move forwards

During the second part of this session, participants will be provided space to reflect on progress made in recent years, and explore emerging trends and developments that are likely to shape implementation of corporate respect for human rights going forwards. Following reflections by the panel, the moderator will host a discussion amongst all participants to evaluate progress made and explore what's needed to move forwards to achieve the transformative vision of the UNGPs.

### Speakers:<sup>2</sup>

- **Catie Shavin**, Director, Global Business Initiative On Human Rights (GBI) (**Moderator**)
- **Irene Plank**, German Foreign Office (TBC)
- **Michele Thatcher**, Pepsico (TBC)
- **Nicole Bigby**, Partner, Director of Risk, Berwin Leighton Paisner LLP
- **Namit Agarwal**, Lead Specialist – Private Sector Engagement, Oxfam India
- **Alke Boessiger**, Head Of Department – Icts, UNI Global Union

### Key questions:

- The transformative long-term vision of pillar II and the UNGPs;
- How far we have come towards realising this vision;
- How to drive and scale progress and meaningful change; and
- Additional emerging trends and shifts, and their implications for those working to advance corporate respect for human rights in the coming years.

**Closing reflections:** *Dante Pesce*, UN Working Group on Business and Human Rights

**Aims:** This session will seek to create a platform to examine progress made to operationalize the second pillar, with a focus on the work of business practitioners driving change within their organisations and on the external drivers and stakeholders that help shape their work.

The ideal outcome of the session is that diverse stakeholders engage in dialogue to understand how change happens within complex organisations and systems, what has been learnt by efforts over the past 6+ years to implement corporate respect for human rights and what is needed now to move forwards and fully realise the vision of the UNGPs. With increasing momentum focused on the role of regulatory and benchmarking initiatives, and the expectations of investors, customers and consumers, in driving respect for human rights, and a need for clarity around what the UNGPs themselves have achieved already, this discussion is timely. The insights, practices and learnings that will be explored during this session will provide a valuable reference point for stakeholders and inform thinking about how to drive change across the global business community in ways that: are effective and build on

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<sup>2</sup> Further information on speakers provided in Annex

emerging practice; seek to avoid unintended consequences; and deliver meaningful outcomes for affected people.

**Background:** The corporate responsibility to respect human rights is one of three foundational pillars of the UNGPs, and reflects a consensus that emerged across stakeholder groups in the early 2000s that all business enterprises have a responsibility to respect the dignity and human rights of people affected by their business activities and relationships. The UNGPs provide guidance on operationalizing this responsibility, with a focus on the importance of companies: making a policy commitment to meet the responsibility to respect; implementing effective and ongoing human rights due diligence processes; and participating in or providing access to remedy where the company is involved in adverse human rights impacts.

Since 2011, a growing number of business practitioners and other stakeholders have been working to embed respect for human rights in their companies and to drive progress across the business community. Much has been learnt from these efforts about what is needed, what works and what does not - but there is a long way to go to fully realise the vision set out in the UNGPs of all companies, globally, operating with respect for human rights. Key challenges include the need to: drive uptake of the UNGPs beyond leading companies and early implementers; develop solutions and approaches to tackling challenges of scale and complexity; and align efforts to drive respect for human rights with efforts to operationalize pillars I and III, recognising that all three pillars of the UNGPs are interlinked.

The session organisers feel that continued efforts to drive implementation of corporate respect for human rights as set out in the UNGPs would benefit from cross-stakeholder dialogue and sharing of experience, perspectives, observations, insights and reflections on progress made to date and trends that are likely to shape work in this area going forwards. Accordingly, this session will seek to create space for such conversations, with a view to supporting diverse stakeholders' to work effectively (together and individually) to achieve better outcomes for affected people.

## **ANNEX. SPEAKERS SHORT BIOS.**

### **PART 1.**

#### **Dan Bross**

##### ***Senior advisor, ARTICLE ONE***

Dan Bross has extensive senior leadership experience in the private, public and nonprofit sectors. With a background in public policy and government and public affairs, Dan has led Corporate Social Responsibility, government affairs and public policy teams at two Fortune 100 companies. As Senior Advisor at Article One, Dan brings his in-house expertise to advise corporate and institutional clients on integrating respect for human rights throughout their operations. Prior to joining Article One, Dan served as Microsoft's Senior Director of Business and Corporate Responsibility and Executive Director of Microsoft's Technology and Human Rights Center.

#### **Adebola Ogunlade**

##### ***Legal counsel, ethics & human rights, TOTAL***

Adebola Ogunlade is Legal Counsel, Ethics & Human Rights within the Civil Society Engagement/ People & Social Responsibility Division of Total S.A. Paris, France. Previously, he was Legal Counsel with Total's exploration & production subsidiary in Nigeria. He has also previously worked with Nigeria's National Oil Corporation, NNPC and the Law firm of G.T. Deinduomo & Associates.

He holds a LL.M in Petroleum Law & Policy from the Centre for Energy, Petroleum and Mineral Law & Policy (CEPMLP), University of Dundee, Scotland, United Kingdom. He is a member of the Nigerian Bar. He has published papers in reputable industry journals including the Oil, Gas & Energy Law (OGEL) Journal, CEPMLP Annual Review and the Total Juridix. He is also a member of professional associations including the Association of Corporate Counsel, Association of International Petroleum Negotiators and the Energy Institute, UK.

#### **Bruce Klafter**

##### ***Vice president, corporate social and environmental responsibility, FLEX***

Bruce Klafter is a respected leader in environmental, health and safety (EH&S) and sustainability circles. In 2013 he joined Flex, a socially-responsible, global leader in design, manufacturing, distribution and aftermarket services, to provide strategic direction to the Company's social and environmental responsibility initiatives. Flex was a founding member of the Electronics Industry Citizen Coalition (EICC) and Bruce recently served as an EICC Board member and as Vice-Chair for the organization.

## **Diego León González**

### ***Manager of energy production, Isagen***

Civil engineer from the Antioquia School of Engineering, specialist in finance, Industrial Organization and economic regulation and Master on Business Administration, by EAFIT University. He has served as financial management director of the market for XM, Finance Team's Coordinator of ISA, financial and administrative director of PROINSA S.A., Technical Manager of SIC Ltd. and Energy Business Development's director of ISAGEN. Currently manager of Isagen's energy production and a member of the board of directors of the program "Development and Peace" (Desarrollo y Paz) of Magdalena Center and PRODEPAZ.

## **Laura Mcmanus**

### ***Ethical sourcing lead, Konica Minolta business solutions Australia***

Laura works in Konica Minolta's People and Culture team in the role of Ethical Sourcing Lead. Building on the company's strong CSR foundation, this new role explores different elements of responsible sourcing including due diligence, supplier engagement and policy advocacy. It also examines ways to embed human rights considerations in business decisions. Laura has developed and is currently implementing the business' Ethical Sourcing Roadmap, a strategy to embed human rights considerations in Konica Minolta's operations and supply chains.

## **PART 2.**

## **Catie Shavin**

### ***Director, Global Business Initiative On Human Rights***

Catie Shavin is a Director of the Global Business Initiative on Human Rights (GBI), leading GBI's peer learning activities and key areas of its in-depth work. Catie has a strong interest in how change happens within large, complex organisations, and the role-played by individuals in driving this. In recent years, she has worked with members and other leading thinkers to explore how companies approach solving complex problems, including through the use of leverage in business relationships, and their role in efforts to improve access to effective remedies. Catie also works closely with the legal profession, and previously practiced an Australian-qualified lawyer.

## **Alke Boessiger**

### ***Head of Department – Icts, Uni Global Union***

Alke Boessiger is responsible for UNI Global Union's UCTS sector (IT, Communication and Technologies), following a period of eight years leading UNI Commerce. For nearly two decades, she has fought for the introduction of, and adherence to, international framework agreements between companies and trade unions. From 2013 to 2016, Alke was a member of the steering committee of the Bangladesh Accord.

**Namit Agarwal*****Lead Specialist – Private Sector Engagement, Oxfam India***

Namit Agarwal works as Lead Specialist - Private Sector Engagement at Oxfam India. He leads Oxfam India's engagement with private sector to advocate for responsible business policies and practices. He led creation of India Responsible Business Forum, a platform to promote adoption of inclusive and responsible business practices by Indian companies. He is also part of the team developing India Responsible Business Index of top 100 companies listed in India on how responsible their policies are. Namit has extensive experience of working on business responsibility related issues in India working with CARE, Samhita and a cluster development project.

**Nicole Bigby*****Partner, Director of Risk, Berwin Leighton Paisner Llp***

Nicole Bigby is an English and Australian qualified lawyer who manages BLP's legal and regulatory risk and compliance function and leads their Responsible Business Conduct and Human Rights practice area. Nicole is an expert in strategically aligned risk and governance management, regulatory compliance and responsible business conduct and human rights leadership. She is also an experienced statutory and Group level office holder. Nicole is an acknowledged market expert and regularly contributes thought leadership on policy and regulatory reform/consultations and key issues of strategic importance to business, including the UN Guiding Principles on Business and Human Rights and other international standards, practice and regulation governing responsible business conduct and human rights.