

## Questionnaire: Business and human rights – Slovenia

Enterprises should take fully into account established policies in the Republic of Slovenia and consider the views of other stakeholders. When dealing with consumers, enterprises should act in accordance with fair business, marketing and advertising practices and should take all reasonable steps to ensure the quality and reliability of the goods and services that they provide. In order to protect consumer`s rights The European Consumer Centre Slovenia was established in 2006 as a part of network of European Consumer Centers and has been working under the Ministry of Economic Development and Technology of Republic of Slovenia.

Under the Slovenian Companies Act, large public-interest entities with an average number of employees greater than 500 are required to include a non-financial statement in their business report, which provides relevant information on environmental and social effects of the company`s operations. This helps investors, consumers, policy makers and other stakeholders to evaluate the non-financial performance of large companies and encourages these companies to develop a responsible approach to business. Non-financial reporting only applies to large public-interest companies with more than 500 employees. This covers approximately 100 large companies and groups across the country, including banks, insurance companies and other companies designated by national authorities as public-interest entities. Companies mentioned before are obliged to publish reports on the policies they implement in relation to environmental protection social responsibility and treatment of employees respect for human rights, anti-corruption and bribery, diversity on company boards (in terms of age, gender, educational and professional background).

Concerning non-financial reporting, all audit undertakings are required to present in their business report a policy of diversity of representation in management or supervisory bodies (gender, age, educational diversity). The diversity of the members of the management or supervisory bodies enables a better understanding of the operations of companies, greater openness to innovative ideas, prevention of similar views, etc. The aforementioned provision is meant to indirectly achieve the diversity of the committees, in order to contribute to the better management of the companies; its enforcement is monitored by the Ministry of the Economic Development and Technology of Republic of Slovenia.

One of the ways through which a country enters into business relations with economic operators is public procurement. Accordingly, the Public Procurement Act (Official Gazette no. 91/15 and 14/18; hereinafter: PPA) of Slovenia, which is fully in coherence with the EU acquis, gives a special and more significant focus on aspects of social and environmental policy. Those aspects can be taken into account throughout the procurement cycle from preliminary market consultations to selection criteria, exclusion grounds, award criteria and contract performance clauses. The latter are applicable especially in the execution phase of the contract, provided they are all linked with the subject matter and meets nondiscriminatory, proportional, objectively verifiable and transparency conditions as well.

Republic of Slovenia is strongly following The OECD Guidelines for Multinational Enterprises which are recommendations jointly addressed by governments to multinational enterprises. They provide principles and standards of good practice consistent with applicable laws and internationally recognised standards. Observance of the Guidelines by enterprises is voluntary and not legally enforceable. Nevertheless, some matters covered by the Guidelines may also be regulated by national law or international commitments. The Guidelines` recommendations express the shared values of the governments of countries from which a large share of international direct investment originates and which are home to many of the largest

multinational enterprises. The Guidelines aim to promote positive contributions by enterprises to economic, environmental and social progress worldwide.

In November 2018, the Government of Slovenia adopted the National Action Plan on Business and Human Rights. The Plan outlines a set of measures and recommendations to ensure the implementation of the UN Guiding Principles on Business and Human Rights.

By adopting the National Action Plan, Slovenia is strengthening activities aimed at ensuring respect for human rights in economic activities along the entire value chain, and further develops cooperation between the state, business enterprises, business associations, trade unions, NGOs and other stakeholders. In order to ensure the proper implementation of the Plan, a review of its implementation is to be carried out in the end of this year (biannually report), coordinated by the Ministry of Foreign Affairs and in cooperation with relevant sectors and other stakeholders.

The priorities contained in the National Action Plan include the prevention of discrimination and inequality, the promotion of equal opportunities, the promotion and protection of fundamental workers' rights, also in transnational businesses and along the entire production chain, the prevention of, and fight against, trafficking in human beings, environmental protection, nature conservation, sustainable development and human rights due diligence.

The National Action Plan contains the Guidelines on Corporate Human Rights Due Diligence, which business enterprises may consult when evaluating the actual and potential negative impacts of their business activities and practices on human rights. Human rights due diligence is a mechanism foreseen in the UN Guiding Principles on Business and Human Rights, the fundamental purpose of which is to establish a globally credible standard for preventing and dealing with potentially negative impacts of business activities on human rights.