



Addressing human rights in business

How KPMG can help

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Human rights is a growing risk – and responsibility – for business

KPMG firms can help

Since 2011, respect for human rights has been formalized by the United Nations as a fundamental responsibility of business. As a result, corporations are under ever increasing pressure to identify any human rights infringements related to their business, and to address them quickly and effectively.

Failing to take the right action at the right time can risk legal action, investor divestment, negative publicity and financial and reputational damage.

However, taking decisive and successful action on human rights requires deep specialist knowledge and experience that can be limited within corporations.

That's why KPMG member firms have developed a worldwide network of professionals with specialist human rights experience who provide clients with expert advice on these complex challenges.

Contact us to find out how KPMG member firms can help you.



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With over 20 years of experience, Richard started his career as a human rights campaigner working to expose human rights abuses. He later began working directly with companies to identify and manage their human rights and social risks. He has worked with leading global companies across many sectors including mining, property, financial services, infrastructure, FMCG and retail. Richard is a former Director of the UN Global Compact Network Australia.



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How we can help

KPMG professionals can support you at all stages of your business and human rights journey.

01

Design policy

KPMG specialists can help you design the best human rights policy for your organization and its stakeholders.

02

Build capacity

KPMG member firms can help build internal commitment and capacity to take action on human rights.

03

Identify risk

KPMG professionals can identify and assess human rights risks across your corporation's value chain.

04

Develop strategy

KPMG specialists can develop and help you implement effective strategies to address human rights risks.

05

Engage stakeholders and provide a remediation framework

KPMG member firms can design and deliver effective stakeholder engagement programs on human rights issues, and help clients implement remediation and grievance mechanisms.

06

Support reporting and communications

KPMG professionals can review or assure your human rights reporting, and help you meet regulatory requirements to publicly report. KPMG specialists can also provide support on your business's communication activities.

07

Set targets

KPMG member firms can help you set appropriate human rights performance targets and to develop systems to monitor your corporation's performance.

Human rights challenges for business are multiple and complex

Companies have a responsibility to identify and manage human rights issues in their own operations and in their networks of suppliers, partners and contractors. Sometimes there are even legal requirements to do so.

Common human rights challenges include:

 Suppliers using forced labor (modern slavery) or child labor	Employees or customers facing discrimination by race, gender or sexuality	Local communities being displaced by projects 
Factories and industrial sites providing unsafe working conditions	 Security guards using excessive force	Workers and communities being denied the opportunity to raise grievances
People's health being damaged through accidents and pollution 	Workers being underpaid	 Workers being denied rights such as freedom of association
 Critical water sources being depleted	Customers' data not being protected properly 	

How to address human rights in business: find out more

KPMG International's research paper helps executives apply good practice in business and human rights.

The paper provides answers to five important questions:

- 1 Why should corporations take action to address human rights?
- 2 What approaches can corporations use to identify and assess human rights risks?
- 3 What governance structures should corporations put in place to manage human rights issues?
- 4 What performance targets and reporting processes should corporations implement to measure and report on their human rights performance?
- 5 What are the key challenges that corporations face when it comes to addressing human rights issues?



Download the report from:
www.kpmg.com/humanrights

Client stories

01

Helping a manufacturer improve working conditions in factories

A global industrial manufacturer based in Europe wanted to ensure that working conditions in its Asian factories respect the human rights of workers, as part of its strategy to be a more responsible company.

KPMG member firms in Europe and Asia identified human rights risks prevalent in the client's sector and manufacturing locations. These risks included unfairly low wages, excessive working hours, unsafe working conditions and forced labor.

KPMG specialists conducted a comprehensive assessment of many of the client's factories, including several on-site inspections. They uncovered many issues that needed to be addressed.

KPMG provided recommendations including training for senior management and staff members, and counteractive measures to prevent unsafe and unfair working conditions both in the client's own operations and those of the client's contractors. With KPMG's support, the client took corrective action to improve the working conditions at its factories and reduce risk to the business.



02

Preparing a financial services institution for modern slavery legislation

KPMG in Australia helped a major financial services institution prepare for modern slavery legislation in Australia. The objective was to build the organization's capacity to address and mitigate modern slavery and human rights risks across its business.

KPMG assessed the organization's procurement policies, risk management systems and remediation processes against current human rights best practice and standards. The research identified significant opportunities for improvement. A key priority was to improve the organization's visibility of how its suppliers manage and address human rights issues.

KPMG human rights experts implemented a supplier engagement program that included visits to several of the organization's suppliers across Asia-Pacific. Interviews with staff revealed that some suppliers were not adhering to relevant human rights policies and safeguards. Based on these findings, KPMG made recommendations on how the client could address human rights issues in its supply chain and how it could strengthen its human rights management capabilities.

KPMG continues to support the client in building its capacity to address human rights issues, for example by delivering training.



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