



# Addressing human rights in business

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**kept**

## CONTENTS

Common human rights challenges	03		
Internationally recognized laws and guidelines	04		
Why Kept	04	Managing human rights risks: find out more	05
What we do	06	Case studies	08

# Human rights: a new area of risk and responsibility for business

In 2011 the UN formalized expectations from business in the area of human rights management. Accountability in this field was recognized as an important component of company practices.

As a result, corporations are under ever increasing stakeholder pressure today. They are expected to identify any human right violations related to their business and take a set of effective measures to mitigate them quickly and efficiently in accordance with international norms and standards.

Failure to act may lead to realization of human rights risks and negative consequences, for which the company may not be prepared: increased regulatory attention to its activities, impact on financial and operational performance, lower investor confidence and deterioration of business reputation.

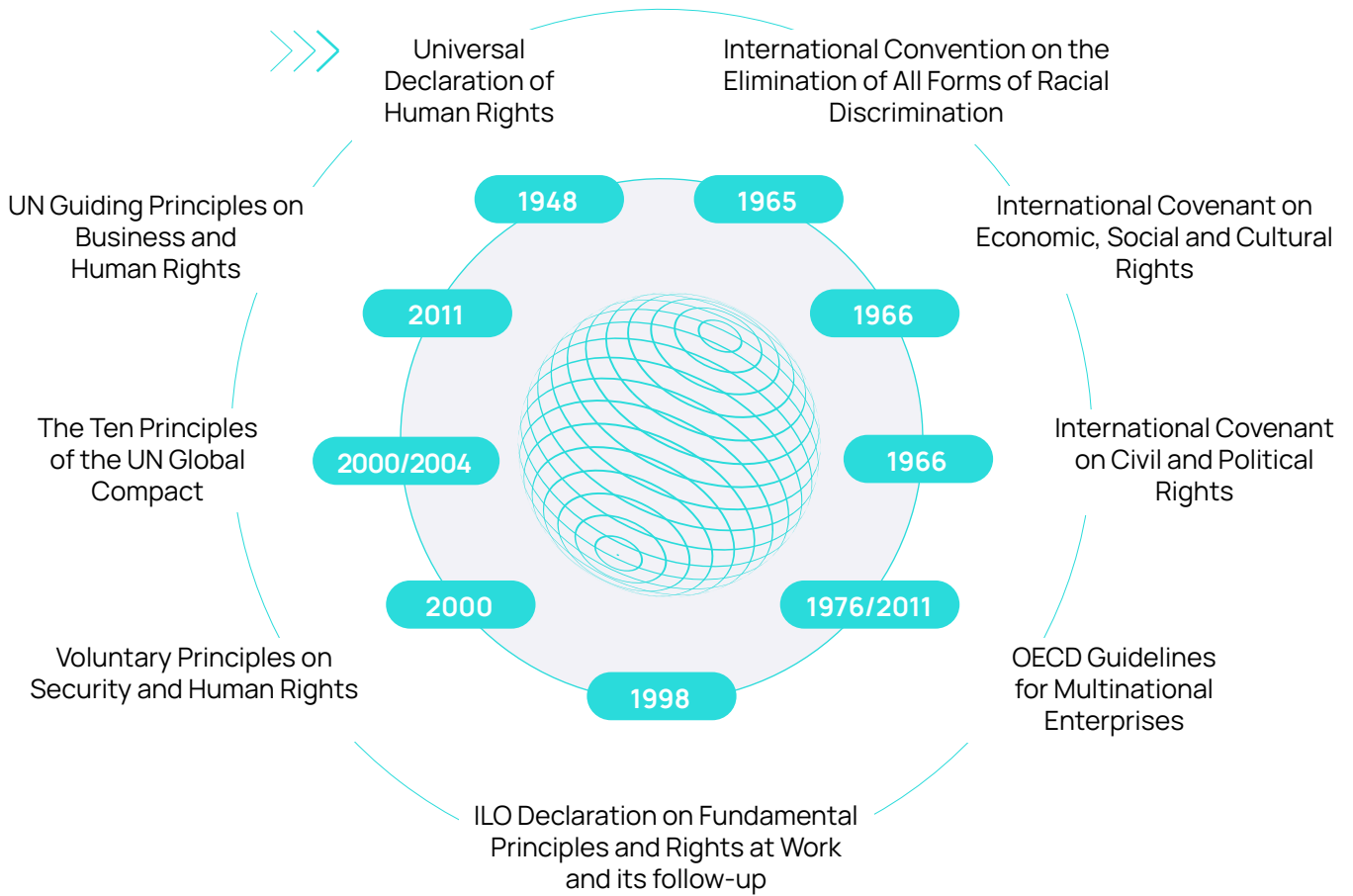
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**Businesses have a responsibility to identify and manage the human rights risks inherent in their own operations and along the supply chain. It is also vital for global corporations to keep in mind that many jurisdictions have strict legal regulations governing these issues.**

# Common human rights challenges



# Internationally recognized laws and guidelines



## Why Kept

Our experts are here to support you on every element of your human rights programs.

Kept has experience in addressing human rights issues across a wide range of sectors, including agriculture, apparel, electronics, mining, finance and food and beverage.

In addition, Kept interacts with public authorities and organizations.

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**We knit together professionals with in-depth understanding of economic, political, environmental and social landscapes wherever your organization may operate.**

# Managing human rights risks: find out more

Kept's risk management efforts aim to help executives understand and apply current best practices in identifying and eliminating human rights violations and answer the following questions:



Why should corporations take action to address human rights?



What key challenges do companies usually face in addressing human rights issues?



How do companies manage human rights risks?



What governance practices and elements should corporations put in place to manage human rights risks?



How do companies report their performance in addressing human rights?

Kept's professionals have a deep knowledge of supply chain management programs, helping clients address issues such as child labor, fair pay and working conditions, women's empowerment and the right to collective bargaining.

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**Kept's priority is to continuously improve its own capabilities in addressing business and human rights issues.**

## What we do

1



### Design policy and build internal commitment

- Developing the business case to take action on human rights issues
- Reviewing your existing policies and systems to assess how well they align with the UN Guiding Principles and other international, national and sector frameworks
- Drafting a human rights policy statement which outlines your company commitment to human rights
- Helping raise awareness inside your organization of how human rights issues affect both people and your business
- Assisting you with securing senior executive commitment to respect human rights

2



### Identify and assess risks

- Mapping human rights risks across your operations and along the supply chain
- Identifying all right holders potentially at risk
- Assessing human rights risks and prioritizing them according to potential impacts
- Conducting human rights impact assessments

3



### Remediate

- Reviewing or developing management approaches towards risk prevention and mitigation
- Implementing an enhanced management approach and risk mitigation strategy
- Training, educating and building internal capacity to mitigate risks, and interacting with suppliers, contractors, clients or business partners

## 4



## Track performance

- Developing monitoring and review processes to aid continuous improvement of human rights performance
- Designing targets and KPIs
- Customizing data collection platforms
- Aligning monitoring and tracking procedures with internal reporting processes

## 5



## Support reporting and communications

- Reviewing human rights performance and providing independent assurance of human rights reporting
- Reviewing and designing external stakeholder communications, e. g. with local communities or investors

## 6



## Engage stakeholders and provide a remediation framework

- Identifying the local stakeholders with a potential to impact your ability to operate, and developing effective stakeholder engagement strategies, e. g. building community dialog
- Reviewing and implementing grievance and complaint mechanisms to ensure the affected stakeholders can raise concerns
- Reviewing and designing remediation processes in case of human rights violations

# Case studies

## Review of human rights risks in the uranium industry

- Reviewing the regulatory environment in the uranium industry
- Analyzing risk management practices related to human rights and labor law
- Analyzing environmental risk management practices
- Analyzing corruption risk management practices

## Improvement of corporate human rights policies for metal and fertilizer companies

- Ensuring the completeness of human rights obligations in accordance with international human rights standards and specific business practices
- Providing recommendations on the wording of policies to meet investor and ESG analysts' expectations
- Advising on the integration of policy provisions into company's operations

# Contact us



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