

# Human Rights Due Diligence: Tracking Results & Effectiveness

4<sup>th</sup> March 2025



# Outline

1. Integrating BHR Mechanisms & Processes
2. Tracking & Monitoring Effectiveness
3. Communicating Results to Stakeholders

# Integrating BHR Mechanisms & Processes

Businesses should integrate BHR mechanisms and processes after conducting BHR assessments and stakeholder engagements.

Agree

Disagree

Businesses should integrate BHR mechanisms and processes to prevent and mitigate their actual BHR risks.

Partially Agree

Fully Agree

BHR trainings and capacity building programmes are part of  
'Integrating BHR Mechanisms & Processes'?

Agree

Disagree

# Integrating BHR Mechanisms & Processes

## 1. BHR Policy:

- ✓ Company wide, **publicly available**
- ✓ Should demonstrate company's **commitment towards respecting human rights**
- ✓ Should underline the **scope, objectives and intention**



# Integrating BHR Mechanisms & Processes

## 1. BHR Policy Should be reflected in Codes of Conduct:

For Example:

- i. Grievance Redressal Mechanisms
- ii. Supplier Code of Conduct
- iii. Service Provider's Code of Conduct
- iv. Stakeholders Engagement

### Important:

- The BHR mechanisms and processes are backed by allocation of resources, including dedicated team.
- Further, the BHR mechanisms should be all-encompassing

# Tracking & Monitoring Effectiveness

Periodically tracking human rights systems can improve a company's reputation.

Agree

Disagree

Undertaking periodic audits is sufficient to track effectiveness of BHR mechanisms.

Agree

Disagree

Feedback from employees is sufficient to track effectiveness of BHR mechanisms.

Partially Agree

Fully Agree

# Tracking & Monitoring Effectiveness

1. Develop **Key Performance Indicators (KPIs)**
2. Develop internal/ external frameworks for **data collection**
3. Draw on feedback from both **internal and external sources**, including affected stakeholders
4. **Collaborate** with experts, think tanks/ NGOs and vulnerable groups
5. **Publish reports** aligned with domestic regulations and global expectations

# Communicating Results to Stakeholders

Only large companies need to communicate results to external stakeholders.

Agree

Disagree

Businesses should communicate results to internal and external stakeholders. The manner in which they communicate to internal and external stakeholders should be the same.

Agree

Disagree

Social audits are sufficient to communicate results to key stakeholders.

Agree

Disagree

# Communicating Results to Stakeholders

1. Identify and prioritise internal and external stakeholders
2. Develop strategies (data points/ frequency/ mechanisms/ etc) for communicating results to internal and external stakeholders
3. Publish sustainability reports, as required
4. Collaborate with experts/ think tanks/ industry associations

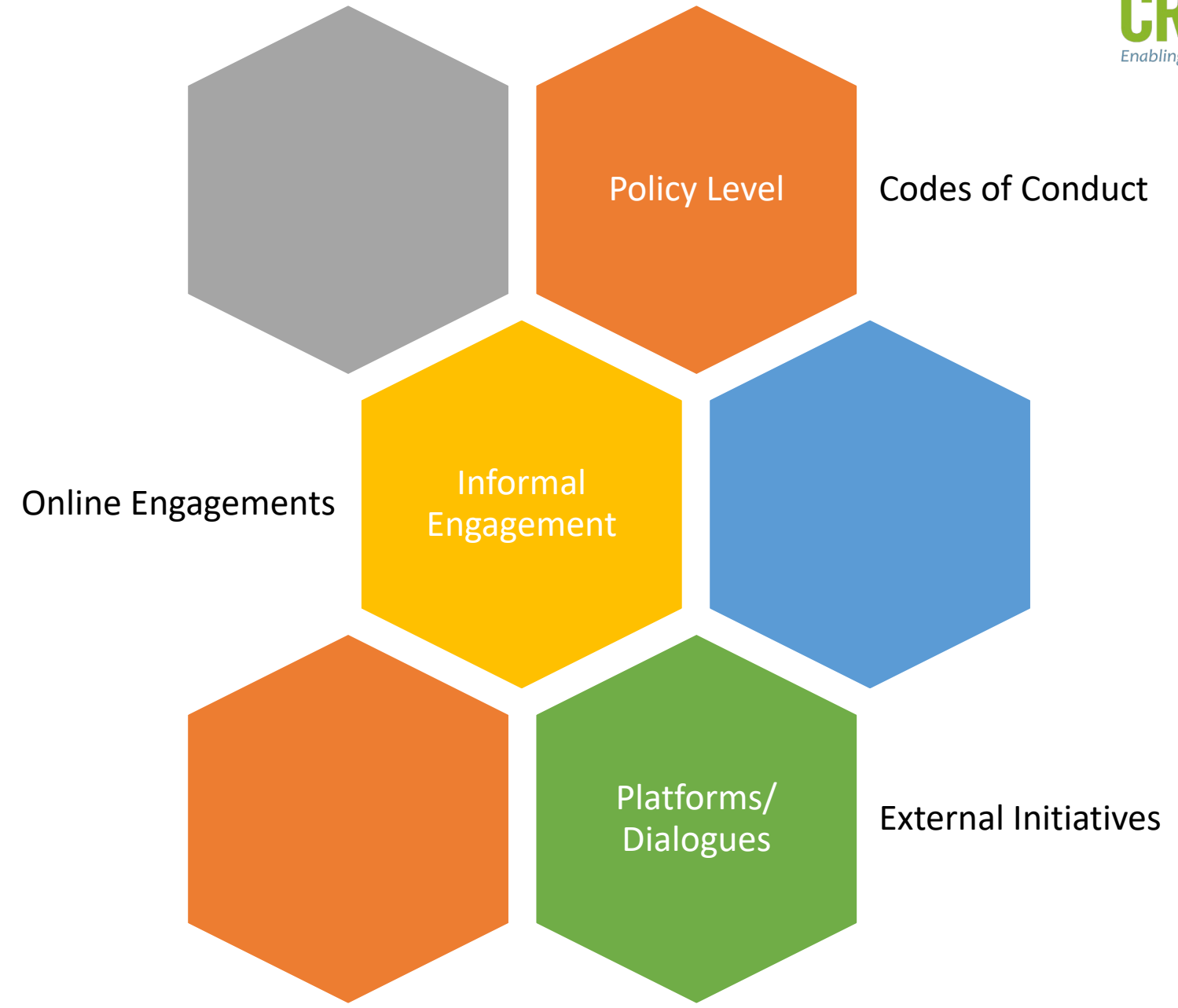
## **Internal Stakeholders:**

- Board
- Committees/ Councils
- Executive Management
- Operational Heads
- Employees
- Vulnerable Groups

## **External Stakeholders:**

- Govt- Labour office/ environment office/ etc
- Associations
- Identified Groups – Buyers/ suppliers/ consumers/ investors/ etc
- Local communities
- Experts/ Civil Societies

# Communicating Results to Stakeholders



**Thank You!**

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