Conducting human rights due diligence

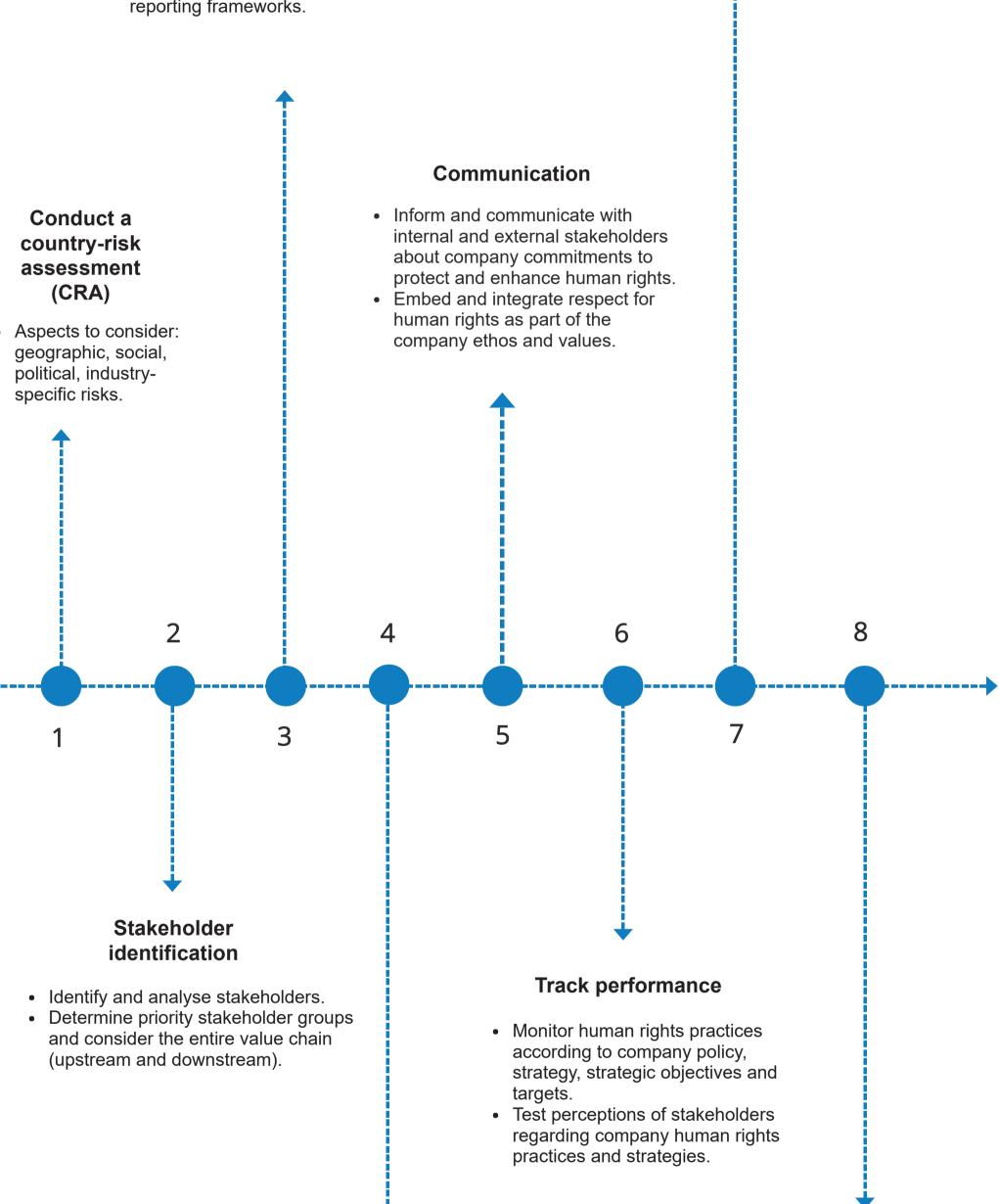
This process assists companies to identify stakeholders, implement human rights practices and evaluate the impacts of operations on stakeholders

Human rights impact assessment

- Conduct stakeholder engagement to determine the impact of operations on stakeholders.
- Conduct due diligence to determine impact and risk across the company value chain.
- Identify the direct and indirect causes of impacts, rank risks by severity, likelihood and degree of responsibility and accountability.
- Analyse data and identify activities to mitigate risk and leverage/strengthen opportunities.
- Conduct due diligence across business and operations, including business strategies, policies, processes, procedures and systems.
- Conduct due diligence to test compliance against global and local human rights standards and commitments, including reporting frameworks.

Reporting

 Report the findings and outcomes of due diligence and engagement processes to internal and external stakeholders.



Develop a human rights strategy and management plans

- Set objectives and targets relating to human rights management practices.
- Develop indicators to measure company impacts and activities in relation to human rights practices on stakeholders.
- Track mitigation and remediation practices. Review processes and systems to ensure that evidence is credible, verifiable and relevant.
- Analyse evidence, document lessons learned and implement recommendations from the due diligence process.
- Prioritise actions for long-term prevention.
- Develop internal capacity for human rights practices, risks and opportunities, processes, systems and strategies.

Remediation

 Provide remedial solutions and opportunities to stakeholders throughout the engagement process to address potential human rights issues and complaints.



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