



Deep dive:

The changing landscape of social compliance requirements

27 September 2024



HUMAN RIGHTS & LIVING INCOME WORKING GROUP



- Formed in March 2024, to promote living income and human rights in coconut supply chains

Industry
Members



Affiliate
Members





Where would pre-competitive action add value?

1

Risk assessment and prioritization

- Consensus on priorities lays the groundwork for collective action



2

Collective activities to cease, prevent & mitigate risks

- Eg. jurisdictional projects, guidance on best practice, capacity building for members & supply chain partners



3

Collective monitoring, grievance mechanisms and remediation

- Develop collective monitoring, grievance mechanisms & remediation systems
- Guidance & capacity building for supply chain partners

© The Changing Landscape of Social Compliance Requirements

Melazel F. Asuncion

**DIGNITY
IN WORK
FOR ALL**



About: Dignity in Work for All

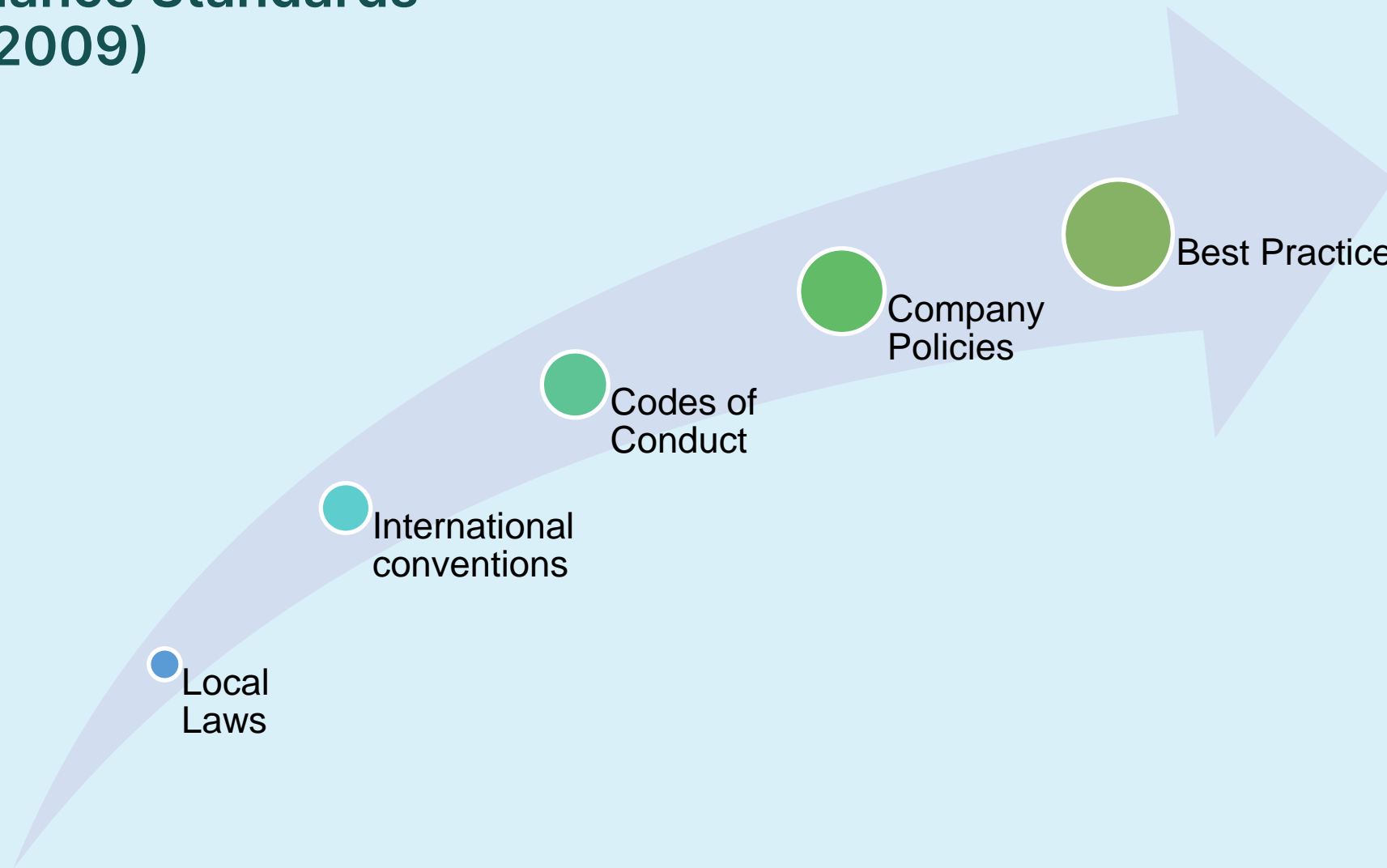
Founded: 2005

Vision and mission: Dignity in Work for All seeks to achieve transformative social and economic justice, where all workers are empowered to advocate for their rights and wellbeing, through innovation, collaboration, and promoting policies that drive key stakeholders to action.

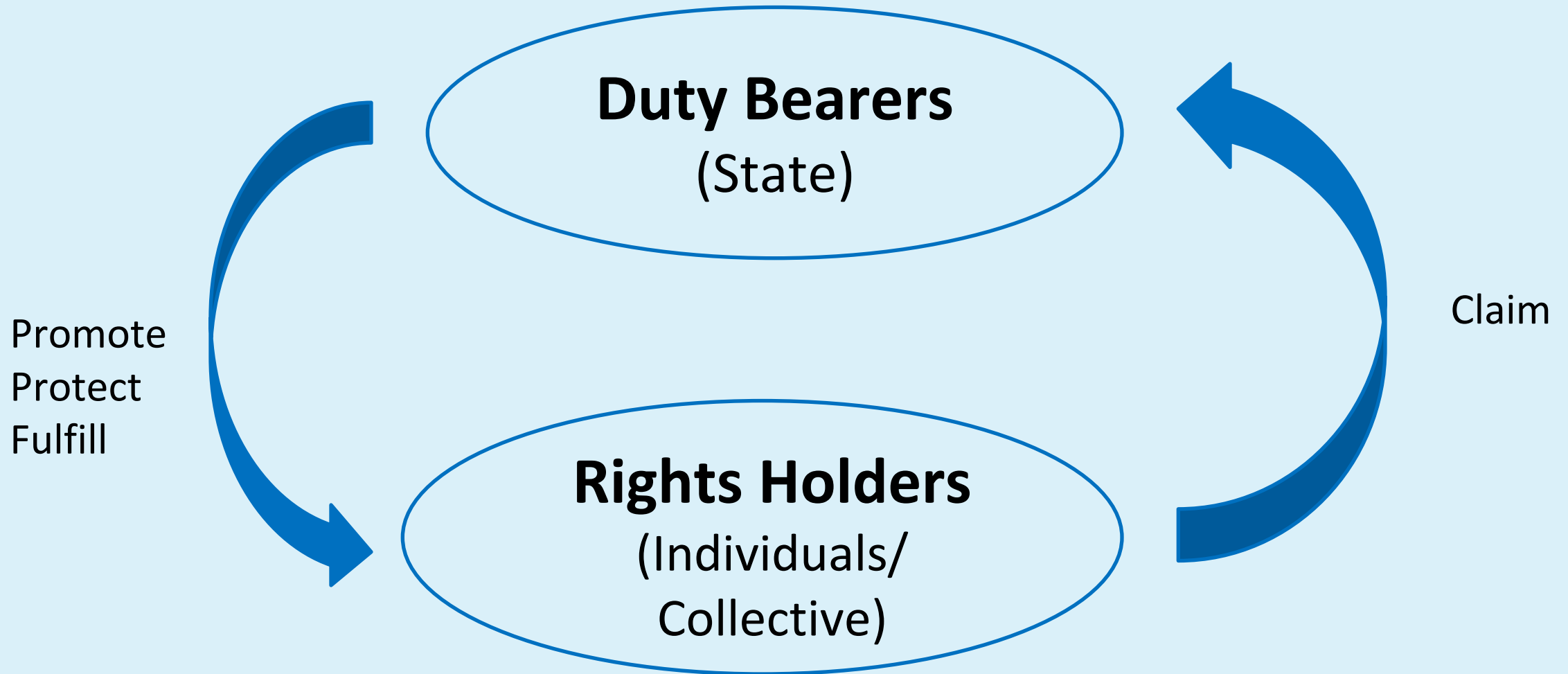
Our Goals:

- To empower workers to exercise their rights
- To capacitate business to fulfil their responsibility to respect workers' rights
- To capacitate government and state actors to fulfil their obligation to protect workers' rights
- To enable labor and non-labor organizations to engage business and/or to harmonize their advocacies which have implications on labor

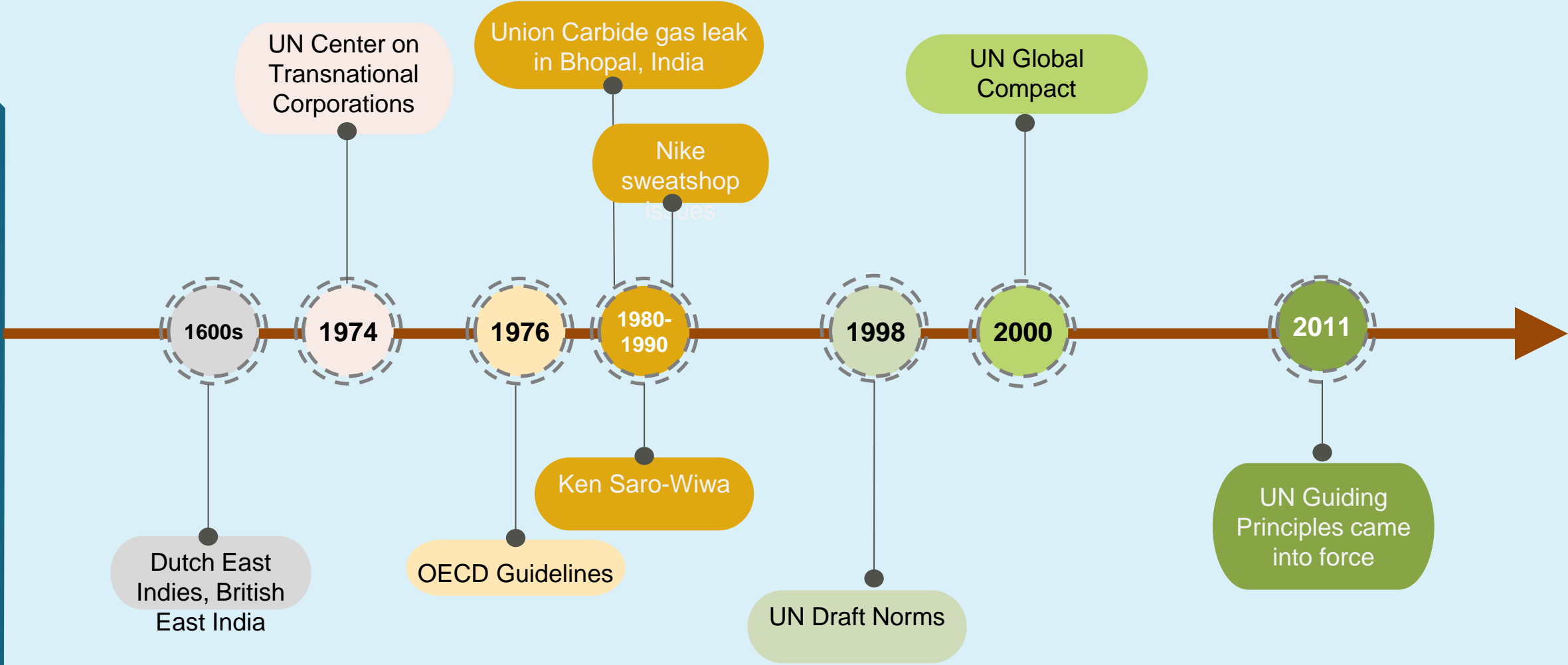
Hierarchy of Social Compliance Standards (circa 2009)



Classic HR Framework



Human Rights & Corporations



Corporate Responsibility

Respect



Business should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

- **Avoid causing or contributing** to adverse human rights impacts through their own activities, and address such impacts when they occur
- Seek to **prevent or mitigate** adverse human rights impacts that are directly linked to their own operations, products or services by their business relationships, even if they have not contributed to those impacts.

Corporate Responsibility

Remediate



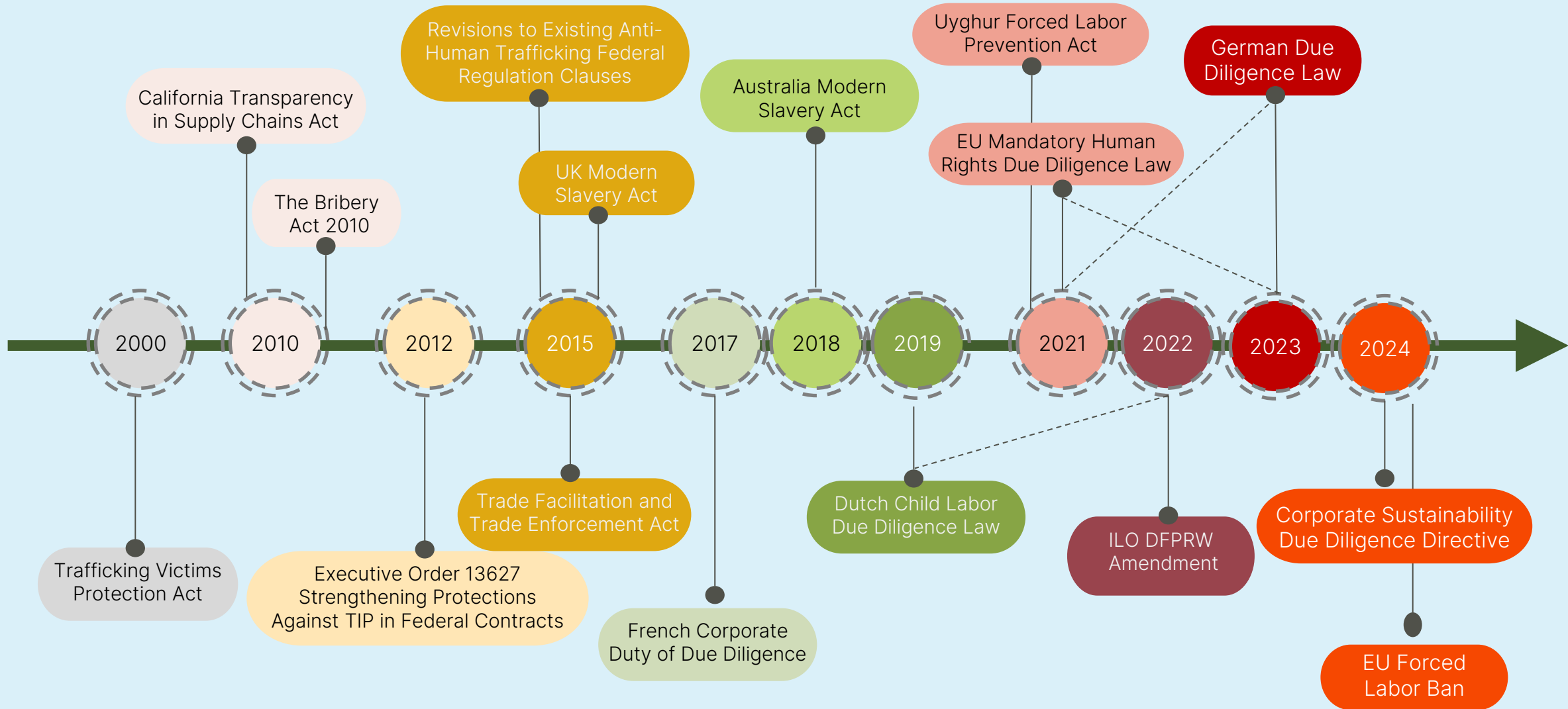
On its own, or in cooperation with others, prioritizing those that are most severe or most urgent/ time-sensitive

Provide Access
to Remedy



Through effective grievance mechanisms, with stakeholder input

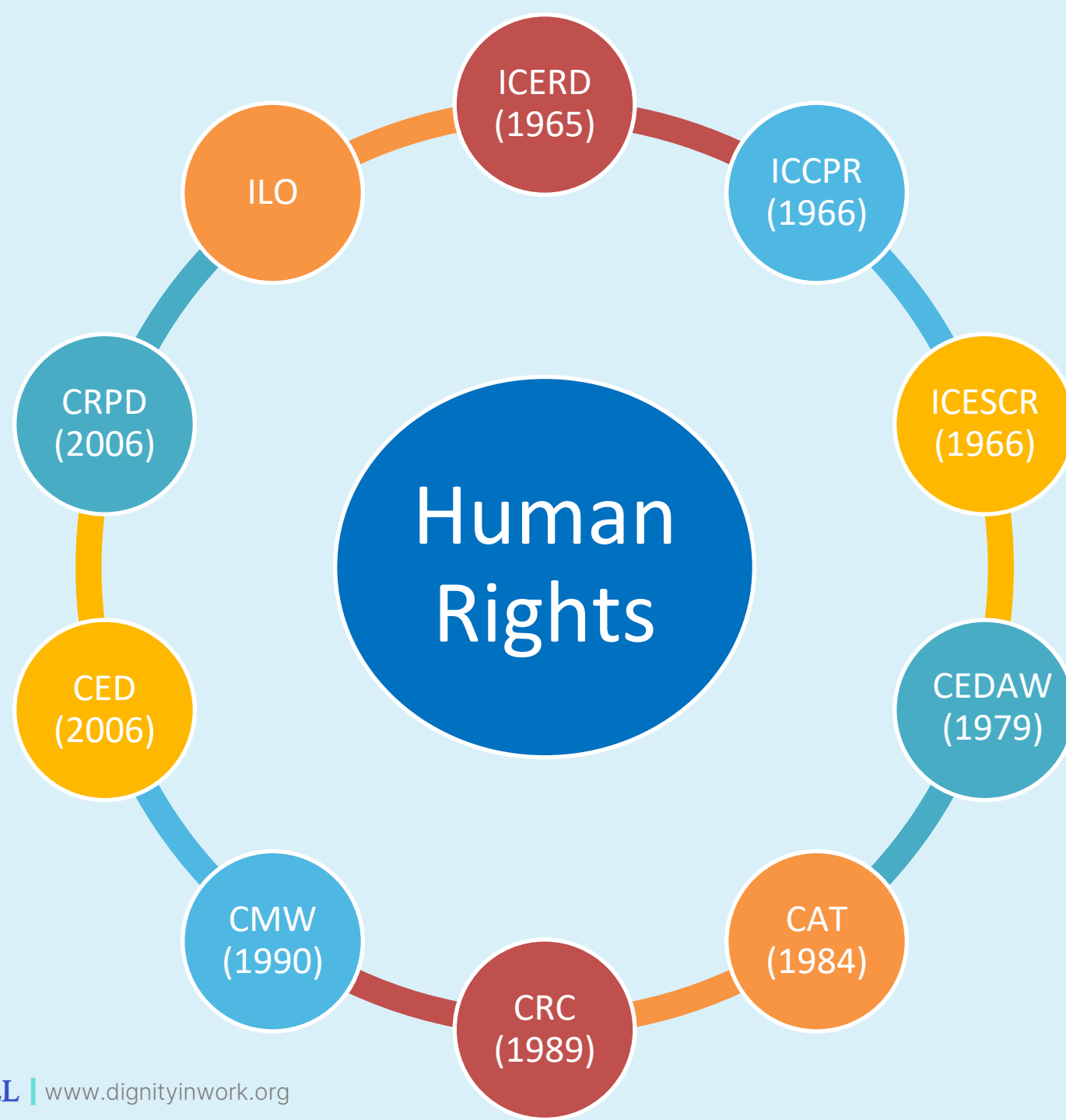
Legal and Business Imperatives for Human Rights Due Diligence Systems



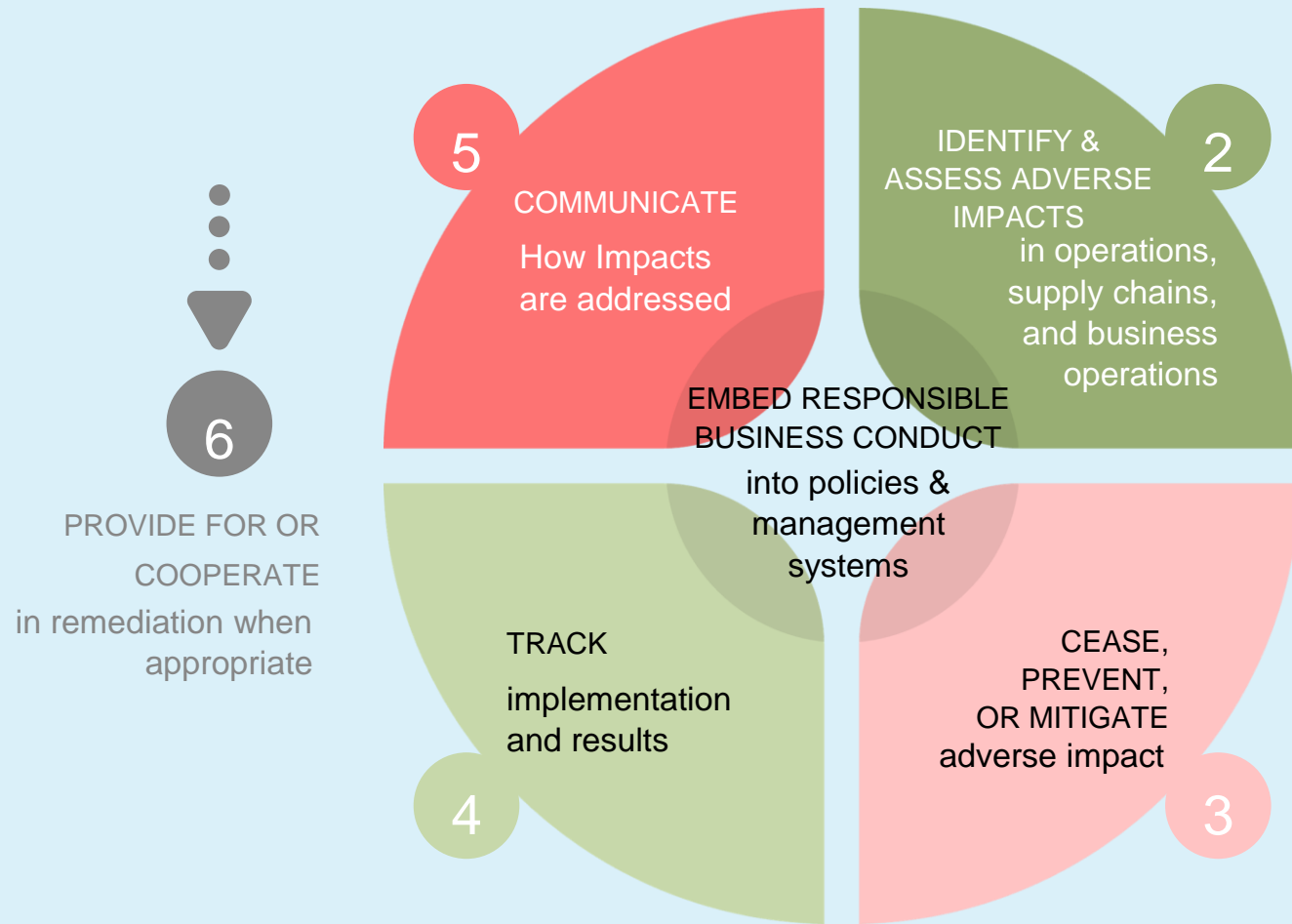
Some Preventive & Mitigation Measures



- Prevention Action Plan or Corrective Action Plan
- Contractual assurances
- Verification of compliance, including using third-party audits
- Financial or non-financial investments
- Adjustments or upgrades (to the design, distribution practices for example)
- Collaboration with other companies to share responsibility, resources, results & impacts
- Providing or enabling access to capacity building, training or upgrading management systems, providing targeted and proportionate financial support to SMEs
- Multi stakeholder initiatives & collaboration
- Termination as a last resort (with gradations - no new contracts, temporary suspension)



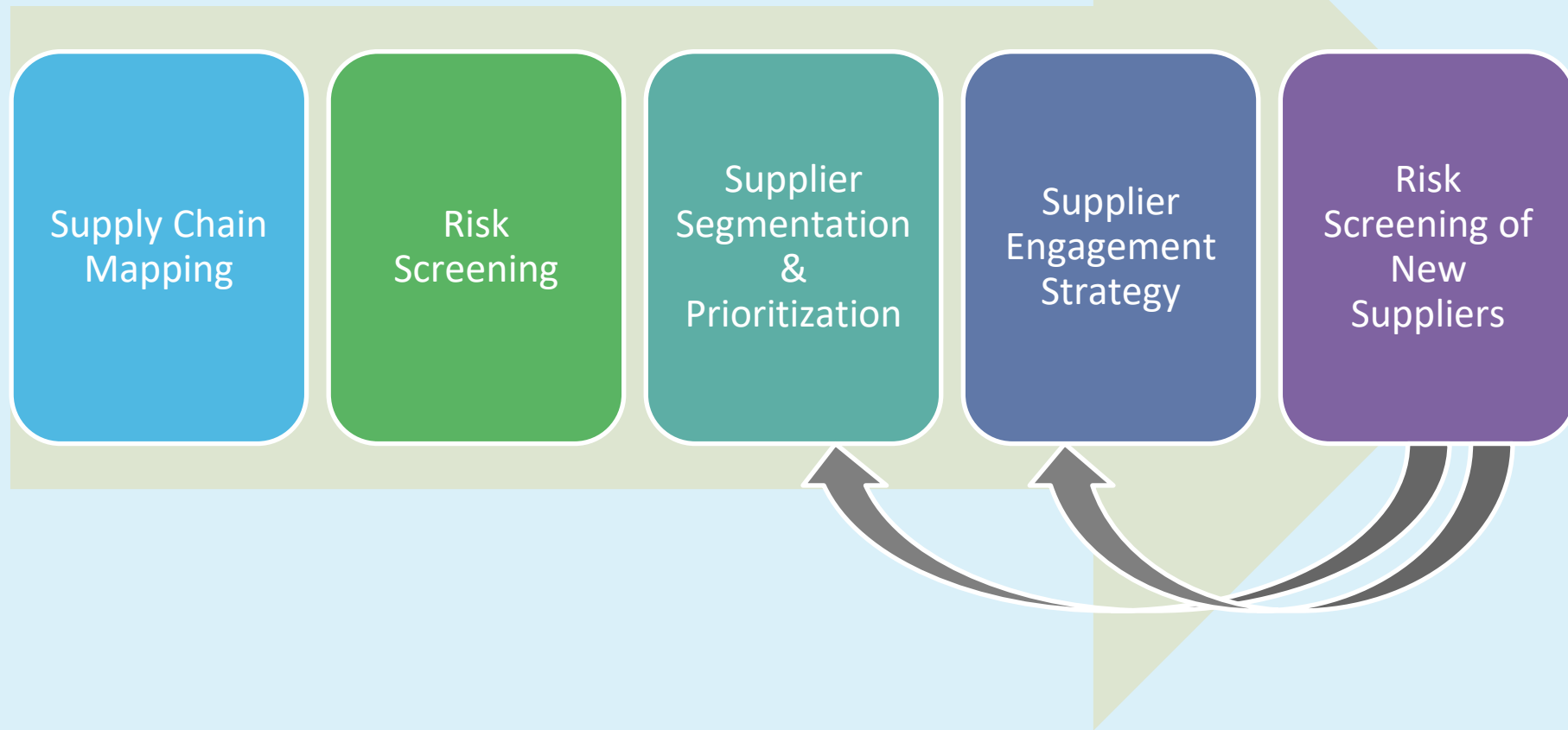
HRDD & The Systems Approach



Due Diligence Systems for:

- ✓ Own operations
- ✓ Extended suppliers
- ✓ EUDR
- ✓ HRDD
- ✓ EU Directive

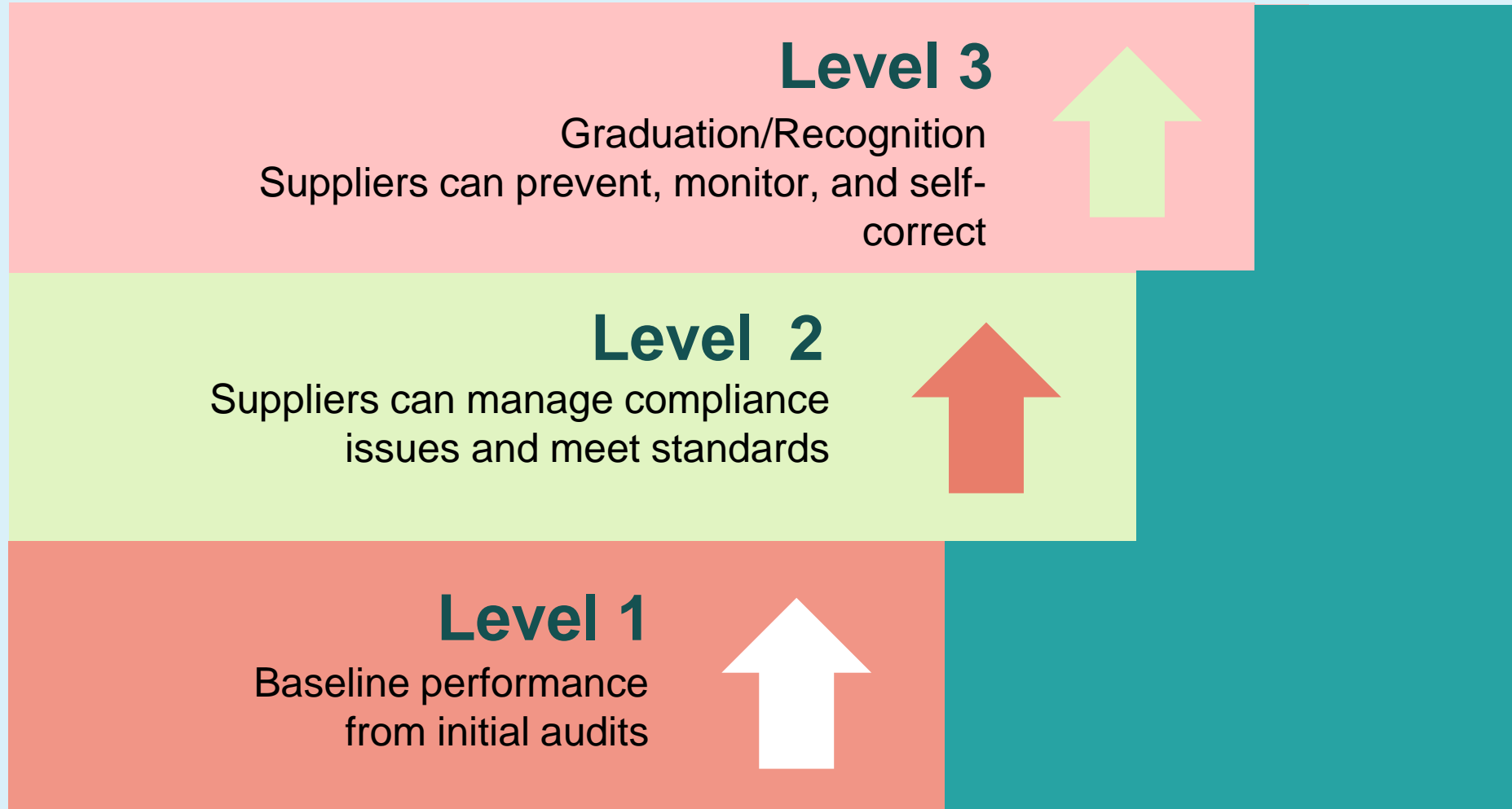
Risk-based Approach



Supplier Engagement Approach



Performance Improvement Levels



Terima kasih!
धन्यवाद!
ကျေးဇူးတင်ပါသည်!
谢谢你！
Thank you!
Maraming salamat!
ありがとう！
សូមអរគុណ!
ຂອບໃຈ!
धन्यवाद!
ขอบคุณ!
Cảm ơn!





Share your thoughts



Send your answers to this number: **+33 664144692**



If you are a company in the coconut industry:

- What support would help your organization better implement and monitor human rights commitments, especially in complex or remote sourcing areas?

If you are from a government agency, NGO or other organisation:

- How can companies collaborate with government agencies, NGOs and other actors to ensure effective human rights due diligence in the coconut sector?