

# Human rights due diligence

**£1,500**

£1,200 for ETI members

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## Three-day immersive training course

Built around ETI's Human Rights Due Diligence Framework, this new three-day professional-development programme is a practical, interactive way to develop the professional skills and knowledge needed to identify, understand and act on human rights risks.

The three face-to-face sessions take place over 10 weeks and are complimented with peer group working on extension activities to ensure delegates can start applying learning and insight into their business from day one. The programme is based on practical, engaging discussion, group work and focussed information sessions.

## Course aim

You will gain a deep insight into the different elements of Human Rights Due Diligence and leave equipped with the knowledge and tools to identify and manage human rights impacts in your company. You will interact with peers from other organisations both inside and outside the workshop and build a better understanding of the approach other companies are taking.

## Who is this course for?

The course is aimed at people with strategic and operational roles in sustainability, ethical trade, social impact and human rights at companies of all sectors. You may be a mid-level or senior ethical trade, HR, procurement, CSR, sourcing or technical manager. You may have a role in relation to the development of a human rights approach in your business and be involved in preparing your company's human rights or modern slavery statements.

*This was a very insightful course which was well structured and offered a good balance between information dissemination, group discussions and, via the extension activities, the ability to take away the learnings and apply them to my own organisation.*

Ethical Trading & Responsible Sourcing Manager,  
Princes

*An excellent course. Very practical, with a great mix of informative and interactive sessions.*

Responsible Sourcing Manager, John Lewis

*This course was excellent: professionally delivered and well structured, covering really useful areas including identification, grading, mapping and remediation of risks in the supply chain.*

Head of CSR, Matrix

*I found the course invaluable in order to step back and allow the space to think about how we conduct due diligence, what we are doing well, what affect we're having and, crucially, to consider how we can have more impact.*

Ethical Trade Officer, The Co-operative

## Day 1

- Identifying human rights risk scenarios: what kind of things do we need to look out for?
- Responsibility for human rights: mapping private sector and state obligations
- Understanding the business and human rights framework: what is the international framework, what are the key principles?
- Policies on human rights: assessing nature and content, what do other companies do
- The important role of external stakeholders: understanding the importance of listening to workers, their representatives and other stakeholders
- The ETI human rights due diligence framework: what is the framework, how can it help
- Extension exercise – building understanding and influence on human rights inside organisation.

## Day 2

- Mapping your business activities and supply chains: approaches and challenges
- Sources of risk information: what is good information and where might you find it
- Different approaches to risk and impact assessments: from formal impact assessment to broad risk mapping
- Carrying out a saliency analysis: getting to a focus, approaches and dilemmas
- The role of audits: what do audits tell us, how can we get better info, what are the limits
- Integrating workers' voices and representatives: techniques for better engaging workers
- Mapping responsibility and leverage: what is your responsibility and scope for action
- Extension activities – mapping supply chain human rights risks and impacts.

## Day 3

- Developing mitigation strategies: responding to risk maps with real action
- Remediating adverse human rights impacts: how to remedy (and when)
- The role of grievance mechanisms: how to define and implement a grievance mechanism
- Worker engagement: talking directly to workers, engaging unions, what role tech solutions
- Monitoring and tracking performance: smart KPIs and info gathering
- Reporting on human rights: statutory reporting, benchmarks, ETI reports.

This course is delivered by Steve Gibbons and Laura Curtze from Ergon Associates.