

Questions from the Webinar

- 1) How do you see the International Labour Conference (ILC) decision of June this year to include safety and health at work within the Fundamental Principles and Rights at Work, along with Modern slavery and child labour...?**

The impact here really is to place that principle within the body of rights companies need to consider when looking to give effect to the responsibility under pillar 2 of the UNGP to respect human rights.

The right to life already was there within the universal human rights that are included in the scope of the obligation to respect but it is now highlighted for specific attention in due diligence efforts and related reporting.

- **Brent Wilton** Director, Tūhana Business and Human Rights

- 2) Glad to hear the goal isn't divestment but engagement and influence. Given this, what sort of accountability measures are effective in addressing forced labour? Or does the sourcing company tend to head for the hills due to reputational risk?**

Companies need to be clear with their suppliers as to what their standards expected are. Hence codes of conduct. They need to engage in training of them to ensure understanding including the indicators of for example forced labour from the ILO or indeed other behaviours that they can't accept. You need to regularly audit them to ensure adherence ,talk to them about findings. Encourage them to remediate findings as the basis of you staying with them. If say forced labour is found. Don't panic but move quickly to get boots on the ground in the facility to find out what happened, remediate processes with the supplier to prevent it happening again. Tell the supplier that if it's found again supply will be suspended and then get the supplier to get the workers affected remedied. Don't cut and run, stay and help fix but be clear it is the suppliers responsibility to make the corrections. As a buyer you can support but don't fall into the trap of paying for legal compliance. Compliance is a cost of being in business and if they are incapable of doing so after your support you need to start thinking about a new partner. Thought should also be given to collaborating with other companies who also use that supplier in training and engagement based on improvement.

- **Brent Wilton** Director, Tūhana Business and Human Rights