



AIRBAKE ALL-CLAD ARNO CALOR CLOCK KRUPS LAGOSTINA MIRRO MOULINEX PANEX  
PENEDO REGAL ROCHEDO ROWENTA SAMURAI SEB SUPOR TEFAL T-FAL WEAREVER



WE SUPPORT

GOOD PRACTICE 2009

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**Company:** Groupe SEB

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**Word from the President:**

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I renew my commitment to the 10 principles of the Global Compact and illustrate principles No. 1 and 2 relative to Human Rights by means of this good practice.

*T. de la Tour d'Artaise*  
Thierry de La Tour d'Artaise  
President of Groupe SEB

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**Title:** Self assessment regarding respect for Human Rights

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**Principles of the Global Compact taken into account:**

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Principles 1 and 2, on **Human Rights**.

**Actions:**

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In 2003 when Groupe SEB signed the United Nations Global Compact, it committed to carrying out the Ten Principles of the Global Compact, including principles 1 and 2 concerning Human Rights. It was necessary to find a tool to transform this general concept into a concrete reality and to assess the way Human Rights are taken into account locally in each subsidiary. This tool should use "standardized" language that is approved by international institutions and that can be understood by everybody. Moreover, it should be easy to use to help the staff adhere to this tool and to the principles that are associated.

➤ **What is the HRCA?**

The Human Rights Compliance Assessment (HRCA) is a self-assessment tool developed by the Danish Institute for Human Rights and promoted by the United Nations Global Compact. It is a self-diagnostic tool designed to help companies detect potential Human Rights violations in all aspects of their operations (employment practices, community impact, supply-chain management). This web-based tool comprises a database composed of indicators developed from the Universal Declaration of Human Rights, the 1966 Dual Covenants, and around 80 other major international treaties and conventions. The tool was the subject of extensive consultation – which involved over 35 international human rights experts, 50 human rights organizations, and 70 multinational companies – to ensure it represented a broad consensus on the level of responsibility that companies should assume for Human Rights. Additionally, the researchers implemented tests of the tool in a number of different international companies to ensure the tool was practical, reliable, and met the needs of businesses.

Consisting of a questionnaire of 350 main questions (subdivided into 1000 corresponding indicators), the tool at first appeared too large to be implemented rapidly within Groupe SEB. It would have required too much time or the involvement of too many people to complete, so it would not have been adapted in several cases. Indeed, there might have been a gap between the complexity of the tool and the size of certain of our subsidiaries, since some of them only employ a few people.

Therefore, in order to ensure maximum impact in a shorter amount of time and to provide people with the use of an operational tool, Groupe SEB decided to implement the shorter version, the HRCA "Quick Check" – composed of only 28 main questions (240 corresponding indicators). It appeared easier to implement and more appropriated for users.

The Quick Check identifies the most essential Human Rights issues a company must consider in relation to its activities. The indicators determine whether the company has policies or guidelines in place to address the Human Rights issues, and whether appropriate procedures/practices are in place to effectuate the policies.

It is necessary to answer each corresponding indicator before answering the main question. For each indicator, there are five predetermined choices: yes, no, F/A (further attention required), N/A (not applicable), or unknown.

Once the answers are given for the 28 main questions, final results are classified by topic and by category of answer (answers requiring further attention, answers conform with Human Rights, etc.). Thereby it is easier to clearly identify areas of progress and implement a plan of action for improvement.

### ➤ **Implementation of the HRCA Quick Check**

Groupe SEB was one of the very first French companies to implement the HRCA Quick Check. In 2007, Groupe SEB tested the tool at six international pilot sites, and in 2008 it extended it to 100 percent of its industrial sites and logistics platforms (excluding its recently integrated company Supor at this stage).

The HRCA Quick Check has to be completed by the different managers of each site (depending on the subject matter). The Human Resource manager and the site manager are the most suitable persons to respond to this questionnaire. In any case, they give ultimately their approval to the answers.

In 2009/2010, the HRCA Quick Check will be deployed to commercial and service entities in Groupe SEB.

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## Results

### ➤ Results and implementation of concrete measures

This tool reinforces people's awareness of the topic of Human Rights. The results of the HRCA questionnaire help in identifying areas that are at risk of being in non-compliance with Human Rights. For those who receive answers stating "requiring further attention" or "non-conform non compliance with Human Rights", an action plan will be implemented to improve the situation and to ensure that all policies and practices respect Human Rights according to the HRCA Quick Check (particularly in countries where respect for Human Rights is still a very sensitive question, or still lacking legislation).

In addition, the Quick Check results for each site are forwarded (on request) to the internal audit department. This department integrates several aspects of the HRCA (following a risk-mapping) as well as other aspects of the Global Compact in its mission. The objective is to ensure that the answers given by the particular site are in line with the actual situation, and there is the possibility that the answers might be challenged. This process allows a global on-going progress on this approach.

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**Countries/Zones:** World

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**Keywords:** Human Rights

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