

Submission of

Communication On Progress (COP)

to UNGC (United Nations Global Compact)

Gratuitousness & Business:

Following the Track of Law for Creativity

#### **UNGC** Advanced **COP** Self-Assessment

The COP is a stand-alone document.

Time period covered: from 2016, June to 2017, May

The COP contains a statement by the CEO expressing continued support for the GC and renewing ongoing commitment to the initiative and its principles.

The COP contains a description of actions and policies related to Human Rights, Labour, Environment, and Anti-Corruption areas.

The COP includes qualitative and quantitative measurement of outcomes illustrating the degree to which targets/performance indicators were met.

The COP is shared with stakeholders through the UN Global Compact website and is both easily accessible to all interested parties via website and actively distributed to all key stakeholders.

Information is reviewed by multiple stakeholders and a panel of peers.

The COP applies the GRI Sustainability Reporting Guidelines.

With reference to the Sustainable Development Goals (SDGs), the COP addresses:

- SDG 1;
- SDG 4;
- SDG 5;
- SDG 8;
- SDG 16;
- SDG 17.

With respect to actions advancing SDGs, the COP describes:

- Opportunities and responsibilities that one or more SDGs represent to the business;

- Where our priorities lie with respect to one or more SDGs;
- Goals and indicators set with respect to one or more SDGs;
- How one or more SDGs are integrated into business model;
- The outcomes and impact of activities related to the SDGs;
- If activities related to the SDGs are undertaken in collaboration with other stakeholders;
- Other best practices.

#### Foreword

on the link between the UNGC COP and GRI G4 Guidelines

One of the key challenges of sustainable development is that it demands new and innovative choices and ways of thinking.

While developments in knowledge and technology are contributing to economic development, they also have the potential to help resolve the risks and threats to the sustainability of our social relations, environment, and economies.

New knowledge and innovations in technology, management, and public policy are challenging us - like other organizations - to make new choices in the way our operations, services, and activities impact the earth, people, and economies.

The urgency and magnitude of the risks and threats to our collective sustainability, alongside increasing choice and opportunities, will make transparency about economic, environmental, and social impacts a fundamental component in effective stakeholder relations, investment decisions, and other market relations.

To support this expectation, and to communicate clearly and openly about sustainability, we needed a globally shared framework of concepts, consistent language, and metrics. Consequently, we chose the Global Reporting Initiative's (GRI), the mission of which is to fulfil this need by providing a trusted and credible framework for sustainability reporting.



Law is an arena in which fundamental questions about the nature of rights and justice confront the realities of the social world.

The real measure of our success is the impact we have in advancing the understanding and improvement of the legal system.

Instability is common to all of us, that are living an uncommon volatility, within which unresolved conflicts and unabated suffering affect millions of people.

In the words of UN Secretary-General at 2016 HLSE "Beyond the World Humanitarian Summit: Advancing the Agenda for Humanity" within 71st Session of the UNGA Week, turning the tide calls to recommit to human factor.

The concept of commutative justice - 'giving in order to acquire' - and distributive justice - 'giving through duty' - are not sufficient to build up society.

In order for true justice to exist it is necessary to add free giving and solidarity as a sense of responsibility on the part of everyone with regard to everyone that cannot therefore be delegated to the State alone.

Business as usual cannot be continued: a new paradigm and, consequently, a new approach are needed to meet human freedoms and responsibilities.

In the fall of 2011, we established Law for Creativity.

We aimed to developing a comparative study referred to various territories - Italy, EU, US, Japan as case histories; Russia and Euro-Asia, Asia, Middle East, Far East as case studies; South-America as case on the rise; Africa as challenge - and the related legal systems to identify the set of rules fostering creativity as an asset between investment, innovation and competitiveness.

Since then, we have faced a peculiar challenge while working: indexes commonly used to measure economic growth were not giving a full picture. We have had to identify further indicators, embracing the call made by UN 65/309 resolution "Happiness: towards a holistic approach to development". That was the way to a *serendipity*.

While bringing out the value of what cannot be calculated, we have managed the concept of 'gift', its assets, and its logic of superabundance.

Within the scenario of Sustainable Development Goals (SDGs), since 2016, the comparison between the sense of responsibility on the part of everyone with regard to everyone and day-by-day life has brought us to embed *Law for Creativity* outcomes in our business model, focusing upon the power related to lawyer's activity.

The choice has been possible also thanks to the great innovation our organization met in the last decade, that made - and make - address UNGC Principles issue as part of our responsibility

So, we are proud we have once again fulfilled the requirements of meeting the Criteria for the UNGC Advanced Level, and we express our continued support for the Global Compact, renewing our ongoing commitment to the initiative and its principles.

Our COP reflects our story, our vision.

As a private business, not traded on any stock exchange, with no requirement to disclose data and not scrutinized on a regular basis by analysts and investors, this report is a statement of our quality, our transparency and our leading position.



Fulfilment of the Requirements of the 21 Criteria for the Advanced Level: a Summary



### The Blueprint

Since 2016 Over the Next 10 Years

The Whole in a Picture

#### Scenario:

in the perspective of Sustainable Development Goals (SDGs)

#### A question:

gratuitousness vs business or gratuitousness & business?

#### An answer:

intangibles and non financial assets

#### Pillars:

- Human Rights
- Labour
- Environment
- Anti-Corruption

#### **Key-Concepts:**

- Freedom
- Responsibility
- Accountability



#### **New Money:**

- Going beyond the concepts of 'sale', 'price', 'financial', 't a n g i b l e', 'measurable'

# Rule of Law and Access to Justice:

- Dealing with the **problem** of barriers to justice and serious inequalities
- Facing the international **challenge** of business straddling borders in a more integrated world
- With the **aim** of a fairer and more effective system of domestic law remedies

The Whole in a Color

From Greedn To Pink

The Whole in a Word

Per dire forse una nuova parola,
usare in ogni cosa una certa
'beniziosità'
the cool, glamour, hairy, amibitiuos side of doing good

The Whole in a Wish List

- Instigating freedom of property in our rights;
- Developing the evolution of the concepts of:
- i. Property;
- ii. Work;
- iii. Corporation;
- iv. Profit;
- v. Money.

Taking Action in Support of Broader UN Goals and Issues

- Being signatory of the UNGC Women's Empowerment Principles, CEO Water Mandate, Business For Peace platform and the Anti-Corruption and the Global Development Agenda call to action;
- Endorsing the UNGC Green Industry Platform and Caring for Climate;
- Involving with UNGC Campaign Ask Stock Exchanges to Issue Voluntary Reporting Guidance;

- Supporting initiatives which are consistent with UN Goals such as Business Alliance for Water and Climate Change, Paris Pledge for Action, We Mean Business, Athena Film Festival, Girl Rising Global Campaign;

- Delivering commitments made at the 2016 Istanbul UN World Humanitarian Summit Committed and the Agenda for Humanity managed by the UN Office for the Coordination of Humanitarian Affairs.

Corporate Sustainability Governance and Leadership

- Partnering Lady Lawyer Foundation

(https://www.unglobalcompact.org/system/attachments/cop\_2017/382591/original/Lady\_Lawyer\_Foundation\_\_UNGC\_COE\_2017.05.01.pdf?1494435132)

in initiatives such as

- i) War and Fashion Consultation (http://war-and-fashion.tumblr.com/),
- ii) Call for a Lawyer Action To Submit Legal Practices Projects (https://medium.com/@MichelaCocchiSL/call-for-a-lawyer-action-to-submit-legal-practices-projects-2f27fc6c409d),
- iii) Clotilde I. Dolci Tales (https://medium.com/@ClotildeIDolci. And also on https://twitter.com/clotildeidolci)

Fulfilment of the Requirements of the 21 Criteria for the Advanced Level: an Analysis consistently with previous COP (https://www.unglobalcompact.org/what-is-gc/participants/1045-Avvocato-Michela-Cocchi-Studio-Legale#cop)

# CEO Declaration of Commitment on the Development and Promotion of the Field of Business and Human Rights within the Legal Profession

According to the joint Declaration of Commitment on the Development and Promotion of the field of Business and Human Rights within the Legal Profession signed on 2015, June 9° in Geneva, Switzerland, among others by American Bar Association, Union Internationale des Avocats, Law Society of England and Wales

RECOGNIZING that protection of, and respect for, human rights and the rule of law, and effective remedies for human rights violations, are fundamental to well-ordered societies and to the realization of human potential;

WELCOMING the development of frameworks on business and human rights, in particular, the United Nations Guiding Principles on Business and Human Rights (UNGPs), to ensure human rights are protected and respected in the conduct of business activities;

EMBRACING the integral role of lawyers in promoting and defending human rights and the rule of law in all contexts;

THEREFORE DO COMMIT to undertaking the following activities:

- 1. PROMOTING the realization of human rights in the business context, including through dissemination and implementation of the UNGPs and other frameworks on business and human rights locally, regionally, nationally, and globally;
- 2. EDUCATING lawyers about human rights in the business context, including about the UNGPs and other frameworks on business and human rights and their relevance to legal practice and counseling;
- 3. DEVELOPING AND IMPLEMENTING further policy initiatives, including industry standards and metrics, that build upon the UNGPs and other frameworks on business and human rights and promoting the realization of human rights in the business context across diverse sectors and industries,

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Founder and CEO Avvocato Michela Cocchi – Studio Legale

## **Criterion 1:**

The COP describes mainstreaming into corporate functions and business units

For us, embedding human rights and UNGC Principles in business is no more an optional policy choice or a gesture of charity: it has become an instrument to give legitimacy to the investments of our clients and ours, and protect them.

Our programmes emphasize UNGC Principles, that within their sphere of influence, businesses should support and respect.

Within these programmes and services, the inclusion of media, government and NGOs creates a network not only for support, but also for constructive critique and improvement, that differentiates the strategic use of corporate social responsibility from general philantropy.

Traditional grid of our Business and Human Rights Department provided services comply with the UNGC Framework, according to a step-by-step path:

- I Getting Started
- II Strategy
- **III Policy**
- **IV Processes & Procedures**
- **V** Communications
- **VI Training**
- VII Measuring Impact & Auditing
- VIII Reporting

The questions and issues we have explored include:

- What is the business case for adopting a proactive approach in dealing with UNGC Principles?
- How can companies formulate comprehensive UNGC Principles policies, and what are the benefits of doing so?
- What are the boundaries of a company's UNGC Principles responsibilities?
- What are the success factors for integration of UNGC Principles into business practices?
- What methodologies are available to decide if and how operating in a country with weak governance and/or serious UNGC Principles concerns?
- What are the risks, challenges and opportunities in engaging in multi-stakeholder dialogue?
- What are examples of strategies for more effectively tackling UNGC Principles issues in the supply chain?

## Strengthening Sustainability by Raising Competitiveness

and

## Strengthening Competitiveness by Raising Sustainability

Sustained structural reforms aimed at enhancing competitiveness are and will be necessary for each organization to stabilize its economic growth and ensure its rising prosperity going into the future.

We have chosen to improve those reforms inside our entity, embedding both the sustainability perspective in competitiveness framework and competitiveness perspective in sustainability framework.

# DEFINING and MEASURING SUSTAINABLE COMPETITIVENESS

We define competitiveness as the set of organizations, policies, and factors that determine the level of productivity of an entity.

We define sustainable competitiveness as the set of organizations, policies, and factors that make an entity remain productive over the longer term while ensuring social and environmental sustainability.

Fundamental to this concept is the notion that, while competitiveness can be equated with productivity and economic performance, sustainable competitiveness can be linked to a broader concept that focuses on aspects that go beyond mere economic performance to include other important elements that render entities sustainable by ensuring high-quality growth.

# Criterion 2: The COP describes value chain implementation

Since our foundation in the mid-1990s, our governance has been modeled after the Cluster and Network Development (CND).

According to United Nations Industrial Development Organization (UNIDO) definition,

**Clusters** are sectoral and geographical concentrations of enterprises that produce and sell a range of related or complementary products and, thus, face common challenges and opportunities. These concentrations can give rise to external economies such as emergence of specialized suppliers of raw materials and components or growth of a pool of sector-specific skills and foster development of specialized services in technical, managerial and financial matters.

**Networks** are groups of firms that cooperate on a joint development project complementing each other and specializing in order to overcome common problems, achieve collective efficiency and penetrate markets beyond their individual reach. Networks can be developed within or independently of clusters.

Our approach is based on the assumption that Micro-, Small and Medium Enterprises (M-SMEs) play a key role in terms of employment and income generation, and that their development is often hampered by their isolation.

Accordingly to UNIDO Clusters & Networks Development Programme, to achieve this aim, two main elements:

- (a) Technical cooperation in formulating and implementing CND initiatives that generates pilot projects in the territories we operate;
- (b) Upscaling CND efforts through institutional capacity-building and policy advice with a view to fostering the dissemination of CND policies on the regional or national scales.

An additional noteworthy feature of our CND projects is their heavy reliance on local expertise, with international expertise involvement invoked primarily in the startup phase and gradually reduced over time.

#### Focus of our CND projects

is on

forming social capital

that can provide

the *glue* between groups of entrepreneurs in clusters,

while later serving as a *lubricant*to stimulate development
of new business relationships in value chains

Our CND programme is characterized by a continuous effort to develop and refine intervention methods, grounded in theories pertaining to business linkages but, equally important, in a detailed understanding of *what works* based on field-level project experience.

Accordingly UNIDO methodology, ours is based on the following steps:

- -Cluster selection, which entails the identification of the cluster(s) to be assisted;
- -Diagnostic study, an action-oriented analysis of strengths, weaknesses, opportunities and threats of the cluster(s);
- -Vision building and action planning, which refers to the formulation of a vision and a corresponding development strategy shared by the entire cluster;
- -Implementation, i.e. the management and coordination of the activities outlined in the action plan, including the establishment of horizontal and vertical networks;
- -Monitoring & Evaluation (M&E) of the qualitative and quantitative outcomes of the project.

This methodology helps trigger the process of cluster development. To make it sustainable over time, we work with local institutions strengthening their capacity to assume leadership of the process and support cluster firms in their future endeavors.

Through networking, individual local firms can address the problems related to their size and improve their competitiveness, being in the best position to help each other.

Through horizontal cooperation (i.e with other firms occupying the same position in the value chain), firms can collectively achieve scale economies beyond the reach of individual firms.

Through vertical cooperation (with other SMEs as well as with large-scale enterprises along the value chain), firms can specialize on their core business and give way to an external division of labour.

Inter-firm cooperation also gives rise to a collective learning space, an 'invisible college', where ideas are exchanged and developed and knowledge shared in a collective attempt to improve product quality and occupy more profitable market segments.

Lastly, networking among firms, local policy makers can help to shape a shared local development vision and give strength to collective actions to enhance entrepreneurial strategies.

#### **Lessons Learned**

The experiences gained during the last years of our involvement in network/ cluster-related projects permit certain conclusions to be drawn.

The following six '*lessons learned*' represent a selection of some observations that may prove useful in designing future projects:

1. **Demand Orientation**. In our experience, project strategies must be flexible and vary from network to network and from cluster to cluster. One important requirement is that the intervention must be designed after a thorough analysis of the needs of the initiative and the surrounding economic environment from which resources can be tapped to satisfy those needs. Demand orientation is not passive but proactive.

Three principles guide our work with respect to networks, namely, they need to be:

- a) business oriented,
- b) production-grounded,
- c) targeted at SMEs.

2. Business Oriented. Business orientation refers essentially to two components: firstly, networking must aim at visible improvements in the economic situation and prospects of participating firms; and, secondly, it must grant the group a new competitive advantage which they alone could not reach. Production Grounded. The second principle points to the importance of process and product innovation and structural improvement. Supporting a network, therefore, should involve not only the search for new market opportunities, but also provide the assistance required to restructure the network's production organization to respond to new markets in a timely manner, with the right quantities and quality. Targeted at SMEs. The third principle refers to the fact that, even though networks may involve other partners, the primary beneficiaries need to be the Small and/or Medium firms.

3. Multidimension. Networking is a multidimensional concept and does not apply only to business. Institutional networking, networking between the private and public sectors, and country networking are equally important concepts in our activities. The idea is to specialize and cooperate to the maximum extent, so that each actor in the economic system can dedicate itself to core functions and perform them to the best of his or her abilities. In practice, this principle translates into the natural evolution of the networking units which specialize into strategic functions, decentralizing the implementation functions, after an initial period, when they centralize them.

**4. People Involved**. The key resource in networking initiatives is the people involved. With this in mind, it is important to distinguish four factors that can increase the likelihood of project success: people's ownership, empowerment, skills, and incentives. At all levels, the project actors must: a) own the project, and feel it is in their interest to execute it. To this end, it is important to invest adequately in raising awareness at all levels, to involve local actors in project design, and encourage their continual feedback for improving project implementation; b) be empowered to act. In other words, all the actors involved must have the leverage, credibility and resources to play their role; c) have the right skills to act. In addition to an appropriate academic and professional background, the skills of network participants must encompass such invaluable 'extracurricular' skills such as the capacity to build teams, deep knowledge of local social rules and an openness to establish contacts; d) have the right motivation and incentives. Our experience indicates that appropriate incentive schemes can enhance participants' motivation and channel their efforts into projects that hold the possibility of higher impact and longer-term gains for the networks. The incentives must be anchored not only to financial performance of the networks but to more comprehensive criteria involving qualitative assessment, being made based on the achievement of the objectives indicated in the agreed work plans.

5. Training and Exposure to Best Practices. In our experience, the kind of training that has emerged as valuable and effective in transferring knowledge on the 'nuts and bolts' of networking, is to rely heavily on concrete cases of successful networks and clusters and let networking agents hear directly from other agents who have implemented successful networking projects. To this end, accordingly to UNIDO framework, we have developed the concept of "Joint Learning Programmes" aimed at giving first-hand exposure to cluster and network agents to successful experiences. In addition to this specific training, a series of working tools have also been systematized to facilitate the work of the network participants and accelerate the transfer of knowledge to new networking agents. Other instruments heve been developed such as a practical manual for network members and a set of monitoring and evaluation indicators for networking projects. All these instruments are constantly evolving and are meant to stimulate creative thinking rather than impose rigid boundaries.

6. No Single and Pre-Defined Path. Lastly, there is no single and pre-defined path to be followed in the implementation of cluster/network promotion initiatives that can be effortlessly replicated across countries and/or regions. These initiatives need to be flexible and in tune with the characteristics of the environment where we operate. A bottom-up approach, centred on fostering an entrepreneurial vision and supporting local actors' initiatives to realize it, appears to be the best in our experience.

### **Criterion 3:**

The COP describes robust commitments, strategies or policies in the area of Human Rights

Our commitment to comply with all applicable laws and respect internationally recognized human rights, wherever we operate (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights), including the commitment to treat the risk of causing or contributing to gross human rights abuses is realized through our action consisting of a structured partnership, built on a broad network of development partners such as other Law Firms, Financial Institutions, International Organizations, Government Agencies, Judiciaries, Universities, Think-tanks and Civil Society Organizations.

Reference to relevant international conventions and other international instruments

The Universal Declaration of Human Rights (UDHR) adopted on 10 December 1948 - together with the 1966 International Covenant on Civil and Political Rights (and its two Optional Protocols) and International Covenant on Economic, Social and Cultural Rights, forming the socialled International Bill of Human Rights - is the instrument to which we refer as the fundamental norms of human rights that everyone should respect and protect.

In addition to the International Bill of Rights and the core human rights treaties, there are many other universal instruments relating to human rights, that are relevant to our practice. A non-exhaustive selection is listed below.

- WORLD CONFERENCE ON HUMAN RIGHTS AND MILLENNIUM ASSEMBLY Vienna Declaration and Programme of Action
United Nations Millennium Declaration

- RIGHT OF SELF-DETERMINATION
United Nations Declaration on the Granting of Independence
to Colonial Countries and Peoples
General Assembly resolution 1803 (XVII) of 14 December 1962,
"Permanent sovereignty over natural resources"

- RIGHTS OF INDIGENOUS PEOPLES AND MINORITIES

Declaration on the Rights of Indigenous Peoples
Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities

#### - PREVENTION OF DISCRIMINATION

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

International Convention on the Elimination of all Forms of Racial Discrimination (ICERD)

Declaration on Race and Racial Prejudice

Convention against Discrimination in Education

Protocol Instituting a Conciliation and Good Offices Commission to be responsible for seeking a settlement of any disputes which may arise between States Parties to the Convention against Discrimination in Education

Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief

World Conference against Racism, 2001 (Durban Declaration and Programme of Action)

#### - RIGHTS OF WOMEN

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW-OP)

Declaration on the Protection of Women and Children in Emergency and Armed Conflict

Declaration on the Elimination of Violence against Women

#### - RIGHTS OF THE CHILD

Convention on the Rights of the Child (CRC)

Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (CRC-OPSC)

Optional Protocol to the Convention on the Rights of the Child

on the involvement of children in armed conflict (CRC-OPAC)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

## - RIGHTS OF OLDER PERSONS United Nations Principles for Older Persons

- RIGHTS OF PERSONS WITH DISABILITIES

Convention on the Rights of Persons with Disabilities

Declaration on the Rights of Mentally Retarded Persons

Declaration on the Rights of Disabled Persons

Principles for the protection of persons with mental illness

and the improvement of mental health care

Standard Rules on the Equalization of Opportunities for Persons with Disabilities

-HUMAN RIGHTS IN THE ADMINISTRATION OF JUSTICE: PROTECTION OF PERSONS SUBJECTED TO DETENTION OR IMPRISONMENT

Standard Minimum Rules for the Treatment of Prisoners

Basic Principles for the Treatment of Prisoners

penalty

Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment

United Nations Rules for the Protection of Juveniles Deprived of their Liberty Declaration on the Protection of All Persons from Being Subjected to Torture

and Other Cruel, Inhuman or Degrading Treatment or Punishment

Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)

Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT)

Principles of Medical Ethics relevant to the Role of Health Personnel, particularly Physicians, in the Protection of Prisoners and Detainees against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment Principles on the Effective Investigation and Documentation of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment Safeguards guaranteeing protection of the rights of those facing the death



-HUMAN RIGHTS IN THE ADMINISTRATION OF JUSTICE: PROTECTION OF PERSONS SUBJECTED TO DETENTION OR IMPRISONMENT

Code of Conduct for Law Enforcement Officials

Basic Principles on the Use of Force and Firearms by Law Enforcement Officials United Nations Standard Minimum Rules for Non-custodial Measures (The Tokyo Rules)

United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules)

Guidelines for Action on Children in the Criminal Justice System

United Nations Guidelines for the Prevention of Juvenile Delinquency (The Riyadh Guidelines)

Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power

Basic Principles on the Independence of the Judiciary

Basic Principles on the Role of Lawyers

Guidelines on the Role of Prosecutors

Principles on the Effective Prevention and Investigation of Extra-legal, Arbitrary and Summary Executions

Declaration on the Protection of All Persons from Enforced Disappearance Basic Principles and Guidelines on the Right to a Remedy and Reparation International Convention for the Protection of All Persons from Enforced Disappearance

#### - SOCIAL WELFARE, PROGRESS AND DEVELOPMENT

Declaration on Social Progress and Development

Universal Declaration on the Eradication of Hunger and Malnutrition

Declaration on the Use of Scientific and Technological Progress in the Interests of Peace and for the Benefit of Mankind

Declaration on the Right of Peoples to Peace

Declaration on the Right to Development

Universal Declaration on the Human Genome and Human Rights

Universal Declaration on Cultural Diversity

- MARRIAGE

Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages Recommendation on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages

## - RIGHT TO HEALTH Declaration of Commitment on HIV/AIDS

- RIGHT TO WORK AND TO FAIR CONDITIONS OF EMPLOYMENT Employment Policy Convention, 1964 (No. 122)

#### - FREEDOM OF ASSOCIATION

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

## - SLAVERY, SLAVERY-LIKE PRACTICES AND FORCED LABOUR Slavery Convention

Protocol amending the Slavery Convention signed at Geneva on 25 September 1926

Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others

Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime

#### - RIGHTS OF MIGRANTS

International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICPMW)

Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations

Convention against Transnational Organized Crime

- NATIONALITY, STATELESSNESS, ASYLUM AND REFUGEES
Convention on the Reduction of Statelessness
Convention relating to the Status of Stateless Persons
Convention relating to the Status of Refugees
Protocol relating to the Status of Refugees
Declaration on the Human Rights of Individuals Who are not Nationals of the
Country in which They Live

- WAR CRIMES AND CRIMES AGAINST HUMANITY, INCLUDING GENOCIDE Convention on the Prevention and Punishment of the Crime of Genocide Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes against Humanity

Principles of international co-operation in the detection, arrest, extradition and punishment of persons guilty of war crimes and crimes against humanity Statute of the International Tribunal for the Former Yugoslavia Statute of the International Tribunal for Rwanda Rome Statute of the International Criminal Court

#### - HUMANITARIAN LAW

Geneva Convention relative to the Treatment of Prisoners of War Geneva Convention relative to the Protection of Civilian Persons in Time of War Protocol Additional to the Geneva Conventions of 12 August 1949, and relating to the Protection of Victims of International Armed Conflicts (Protocol I) Protocol Additional to the Geneva Conventions of 12 August 1949, and relating to the Protection of Victims of Non-International Armed Conflicts (Protocol II)

## **Criterion 4:**

The COP describes effective management systems to integrate the human rights principles

Our Human Rights Due Diligence Action, including an assessment of actual and potential human rights impacts

The "Why" in Summary

#### Why respecting human rights?

- We have a responsibility to respect human rights, which means to avoid infringing on the human rights of others.
- To gain benefits associated with good human rights practice.

#### Why developing a human rights policy?

- To provide a basis for embedding the responsibility to respect human rights through all business functions.
- To identify policy gaps and initiate a process that alerts us to new areas of human rights risk.
- To elaborate on the commitment of ours to support human rights.
- To build increased trust with external stakeholders.
- To foster the development of in-house learning, management capacity and leadership on human rights issues..

The "How" in Summary

#### Getting started - the process behind the policy

- Developing a human rights policy is a dynamic, though not always a predictable process.
- Assigning senior management responsibility to drive the process.
- Involving all business operations in policy development, implementation and reviews.
- Mapping existing firm policies to identify human rights coverage and gaps.
- Involving cross-functional personnel in the process to build understanding, know-how and a sense of common purpose.
- Consulting internal and external stakeholders to identify and respond to their expectations.

#### What are the key ingredients of a human rights policy?

All policies – whether stand-alone or integrated – at a minimum comprise:

• An explicit commitment to respect all human rights which refers to international human rights standards, including the Universal Declaration of Human Rights.

The "What" in Summary

#### Path to implementation

- Assessing our human rights impacts and risk areas, including country analyses, new operation assessments and stakeholder consultation.
- Integrating human rights throughout the firm, looking at training, communication, management systems, etc.
- Tracking and communicating on performance, including by identifying progress measurement indicators.
- Providing for or cooperating in remedying an adverse human rights situation.
- Establishing or participating in effective operational-level grievance mechanisms for individuals and communities that may be adversely affected by firm's activities.

#### Questions that are asked

- -Do we already have systems on which we may build as we develop our human rights due diligence processes?
- -Are these systems effective and fit for the purpose of addressing human rights risks?
- -What changes may be needed to make them fit for this purpose?
- -Are there circumstances in which we will need separate processes for human rights?
- -Who should lead on human rights due diligence? Who needs to have oversight?
- -What departments will most likely need to be involved in aspects of human rights due diligence? How could we involve them in the development of the processes? How could we structure and motivate collaboration?

The "Action" in Summary

Human rights due diligence is at the core of our internal movement for corporate accountability. Thus, this standard is increasingly looked to for implementing the corporate responsibility to respect human rights.

We have commissioned an internal Expert Team to formulate legal and policy recommendations on ways to promote due diligence to prevent, remedy and mitigate adverse human rights impacts.

The Expert Team has developed a survey methodology ("Survey") that has been sent to our various operational entities from around the world. Throughout this research process, private consultations have been held in various jurisdictions for our experts to meet with local experts, other legal practitioners and civil society leaders. These consultations has enabled us to gain valuable inputs into our project, to promote the findings and to aide in bringing together diverse legal practitioners with local NGOs.

In doing so, they have chosen to specify the precise due diligence steps that have to be taken.

The Action's final recommendations has encouraged the adoption of "best practices" in current use.

The recommendations has also taken into account differences among legal systems and cultures, varying levels of economic development, and other distinguishing factors identified in the survey responses.

## **Criterion 5:**

The COP describes effective monitoring and evaluation mechanisms of human rights integration

Outcomes of due diligence process

Making the connection with GRI4

#### **GRI Disclosures**

#### **Indicators Human Rights**

#### Aspect Investment:

G4-HR2: TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED

600 hours \_ 100%

#### Aspect Assessment:

G4-HR9: PERCENTAGE OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR IMPACT ASSESSMENTS

100%

#### Society

#### **Aspect Local Communities:**

G4-SO1: PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

80%

#### **GRI Disclosures**

#### **Indicators Human Rights**

#### Aspect Investment:

G4-HR1: TOTAL PERCENTAGE OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT UNDERWENT HUMAN RIGHTS SCREENING

100%

Aspect Supplier Human Rights Assessment:

G4-HR10: PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA

100%

# **Criterion 6:**

The COP describes robust commitments, strategies or policies in the area of labour

Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments

ILO Declaration on Fundamental Principles and Rights at Work (in particular the eight core Conventions of the ILO consisting of Conventions 100, 111, 87, 98, 138, 182, 29, 105)

#### **ILO Declarations**

Declarations are resolutions of the International Labour Conference used to make a formal and authoritative statement and reaffirm the importance which the constituents attach to certain principles and values. Although declarations are not subject to ratification, they are intended to have a wide application and contain symbolic and political undertakings by the member States.

§ILO Declaration on Social Justice for a Fair Globalization (2008)

§ILO Declaration on Fundamental Principles and Rights at Work (1998)

§Declaration on Gender Equality, adopted by the International Labour Conference in 1975 on the occasion of International Women's Year. The Conference issued other resolutions concerning gender equality in 1981, 1985, 1991, 2004, and 2009.

§Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)

# **Criterion 7:**

The COP describes effective management systems to integrate the labour principles



Our internal so called 'Social Sustainability Framework' articulates our strategic commitment to social sustainable development, and is an integral part of our internal approach to risk management.

The Social Sustainability Framework comprises our Policy and Performance Standards on Social Sustainability, and Access to Information Policy. The Policy on Social Sustainability describes our commitments, roles, and responsibilities related to social sustainability. The Access to Information Policy reflects our commitment to transparency and good governance on our operations.

We use the Social Sustainability Framework along with other strategies, policies, and initiatives to direct our business activities in order to achieve our overall development objectives.

The specific "Labour and Working Conditions" Performance Standard provides guidance on how to identify risks and impacts, and is designed to help avoid, mitigate, and manage risks and impacts as a way of doing business in a sustainable way.

The Performance Standard establishes standards that we are to meet throughout the life of our initiatives and activities as to:

**Labour and Working Conditions** 

The "Labour and Working Conditions" Performance Standard recognizes that the pursuit of economic growth through employment creation and income generation should be accompanied by protection of the fundamental rights of workers.

For any business, the workforce is a valuable asset, and a sound worker-management relationship is a key ingredient in the sustainability of a company.

Failure to establish and foster a sound worker-management relationship can undermine worker commitment and retention, and can jeopardize a project.

Conversely, through a constructive worker-management relationship, and by treating the workers fairly and providing them with safe and healthy working conditions, we may create tangible benefits, such as enhancement of the efficiency and productivity of their operations.

The requirements set out in the Performance Standard have been in part guided by a number of international conventions and instruments, including those of the International Labour Organization (ILO) and the United Nations (UN).

#### These conventions are:

ILO Convention 87 on Freedom of Association and Protection of the Right to Organize;

ILO Convention 98 on the Right to Organize and Collective Bargaining;

ILO Convention 29 on Forced Labour;

ILO Convention 105 on the Abolition of Forced Labour;

ILO Convention 138 on Minimum Age (of Employment);

ILO Convention 182 on the Worst Forms of Child Labour;

ILO Convention 100 on Equal Remuneration;

ILO Convention 111 on Discrimination (Employment and Occupation);

UN Convention on the Rights of the Child, Article 32.1;

UN Convention on the Protection of the Rights of all Migrant Workers and Members of their Families.

### **Objectives**

- § To promote the fair treatment, non-discrimination, and equal opportunity of workers.
- § To establish, maintain, and improve the worker-management relationship.
- § To promote compliance with national employment and labour laws.
- § To protect workers, including vulnerable categories of workers.
- § To promote safe and healthy working conditions, and the health of workers.

# We implement the "Labour and Working Conditions" Performance Standard within our

### **Social Assessment and Management System (SAMS)**

The SAMS incorporates the following elements:

- (i) policy;
- (ii) identification of risks and impacts;
- (iii) management programs;
- (iv) organizational capacity and competency;
- (v) emergency preparedness and response;
- (vi) stakeholder engagement;
- (vii) monitoring and review.

# **Criterion 8:**

The COP describes monitoring and evaluation mechanisms of labour principles integration



#### **GRI Disclosures**

#### **Indicators Human Rights**

Aspect Freedom of Association and Collective Bargaining:

G4-HR4: OPERATIONS AND SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE VIOLATED OR AT SIGNIFICANT RISK, AND MEASURES TAKEN TO SUPPORT THESE RIGHTS

0

#### **Indicators Labor**

Aspect Labor/Management Relations:

G4-LA4: MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES, INCLUDING WHETHER THESE ARE SPECIFIED IN COLLECTIVE AGREEMENTS

6 months

### **Criterion 9:**

The COP describes robust commitments, strategies or policies in the area of environmental stewardship

Reference to relevant international conventions and other international instruments

	1972
Stockholm UN Conference on Human Environment	1989
Agenda 21	
Rio 92	1992
Diadivaraity Convention	1993
Biodiversity Convention	1997
Kyoto Protocol Rio+5	
	2000
Earth Charter	2002
Rio+10	2009
COP15 Copenhagen	
Rio+20	2012
	2015
COP21 Paris	

### Other Major Agreements

- § The Universal Declaration of Human Rights
- § Convention on the Elimination of All Forms of Discrimination Against Women
- § UNESCO Convention Concerning the Protection of the World Cultural and Natural Heritage
- § Convention on the Rights of the Child
- § Convention on Environmental Impact Assessment in a Transboundary Context
- § The Beijing Declaration and Platform of Action
- § Gender, Equality, Development and Peace for the 21st century 23rd Special Session of the General Assembly (A/RES/S-23/2)

# **Criterion 10:**

The COP describes effective management systems to integrate the environmental principles

After Rio+20 Conference

Focus on COP21 Paris Agreement

In view of SDGs

### 2017 key-theme: Water

consistently with our commitments to the related UN initiatives as:

-CEO Water Mandate
-Business Alliance for Water & Climate Change
-Caring for Climate
-Paris Pledge for Action
-We Mean Business
-Green Industry Platform

Moving forward, it is important to highlight the level of commitment demonstrated by business and industry to sustainable development.

We will continue to support the international processes.

We look to these new efforts to establish a new standard for engagement between the United Nations and the private sector.

To make progress, three areas have been prioritized for our action to generate meaningful progress toward sustainable development on a broad scale:

**Innovate** 

Lead

**Invest** 

#### Innovate:

collaborate to develop and deploy new solutions for sustainable development

We have an obligation to broaden and deepen our engagement, to explore new means of partnering and addressing a wide range of challenges, and to work with government to support the enabling environment, in order to address the sustainability challenges at the scale necessary.

#### Lead:

engage to build trust and deliver progress at scale

The challenge of sustainable development is complex, global, and interconnected.

We must continue to engage with global leaders to act together as positive forces for global sustainability.

Continued efforts across multiple levels of government are needed to encourage market-based approaches to solving sustainability challenges.

We - as business community - are uniquely positioned in terms of the expertise and agility needed to scale innovation in order to deliver sustainable solutions.

Good governance and supportive enabling environments at the international, national and local level help to spur investment and foster the research and expertise sharing needed.

#### Invest:

encourage and facilitate private investment in sustainable development

With most of the world facing fiscal crises or related contagion, private capital likely is the primary driver of investment in sustainable development.

The effective combination of private and public capital requires a range of incentives, partnerships, policy frameworks, and risk sharing - across levels of government - to achieve the necessary returns in pace, scale, and impact of these investments.

## **Key messages**

We recognize the need for urgent action to address sustainability challenges and urges government to engage with the private sector to address this need.

We are actively moving forward to promote both corporate sustainability and sustainable development in general.

Collectively, we face an implementation gap. Collaboration between business and government, particularly at the local level, provides the best hope for an accelerated transition to a sustainable future.

We must increase the level, depth and complexity of Engagement.

No one stakeholder group can do this on their own.

## We are all in this together

## **Nurturing**

(Focus on)

- as a Vision, in its various and different meanings
- between now and 2030
- in the view that nothing in this world is indifferent to us

Taking into consideration the so called 5Ps track:

People

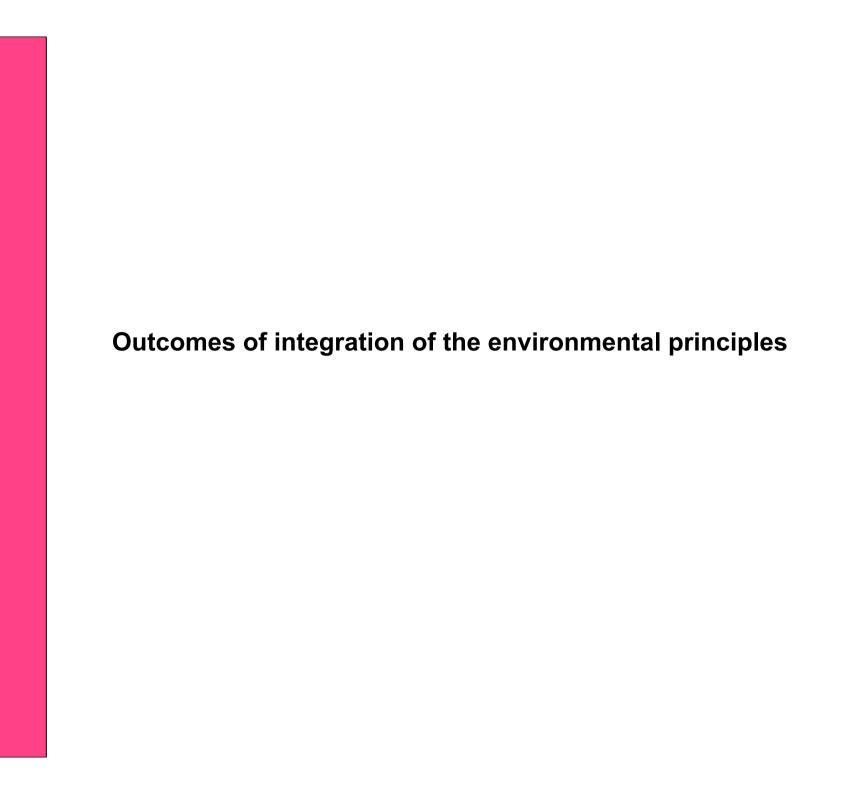
**Planet** 

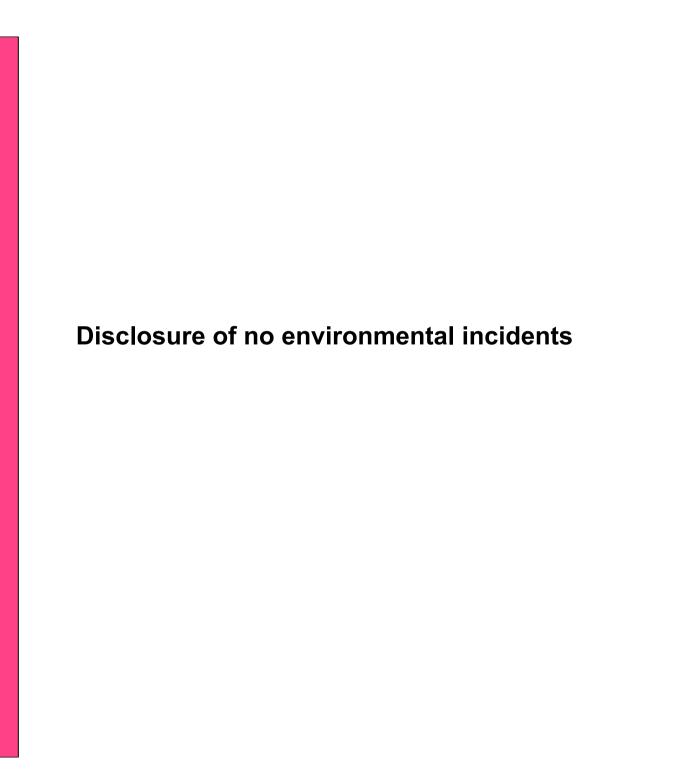
**Prosperity** 

Peace Partnership

## **Criterion 11:**

The COP describes effective monitoring and evaluation mechanisms for environmental stewardship







## **Criterion 12:**

The COP describes robust commitments, strategies or policies in the area of anti-corruption

Statement of support for international and regional legal frameworks

## We support:

Inter-American Convention against Corruption

Council of Europe Conventions on Corruption

OECD-Convention on Combating Bribery of Foreign Public Officials in International Business Transactions

AU-African Union Convention on Preventing and Combating Corruption

**GRECO** 

**UNCAC-United Nations Convention against Corruption** 

## **Criterion 13:**

The COP describes effective management systems to integrate the anti-corruption principle

Actions taken to encourage business partners to implement anti-corruption commitments

# **Our Anti-Corruption Action**

#### **Description of Action**

-Identify how the private sector can share best practices, training materials, education and resources to support the implementation of integrity programmes, control procedures and raise awareness in both the public and private sectors

-Have business reciprocally call on governments to share their programmes with the private sector environment

#### Relevance

When considering the present corruption/anti-corruption situation, one arrives at the conclusion that our most important priority should not be to add new international conventions or other legal instruments. Rather, priority should be on increasing further awareness of the need to fight corruption and the promotion of more effective implementation anti-corruption compliance measures.

#### **Criteria for Success**

Increased anti-corruption compliance

#### **Main Beneficiaries**

- -MNEs and SMEs
- -International business organizations
- -International organizations
- -Governments

#### **Activities**

Develop training materials on anti-corruption compliance



#### **Description of Action**

-Encourage the adoption of business Codes of Conduct

#### **Expected Impacts**

- -Higher standards of business integrity
- -Integrity becomes winning proposition

#### **Criteria for Success**

- -More anti-corruption materials and resources available
- -Greater understanding of the business case for anti-corruption

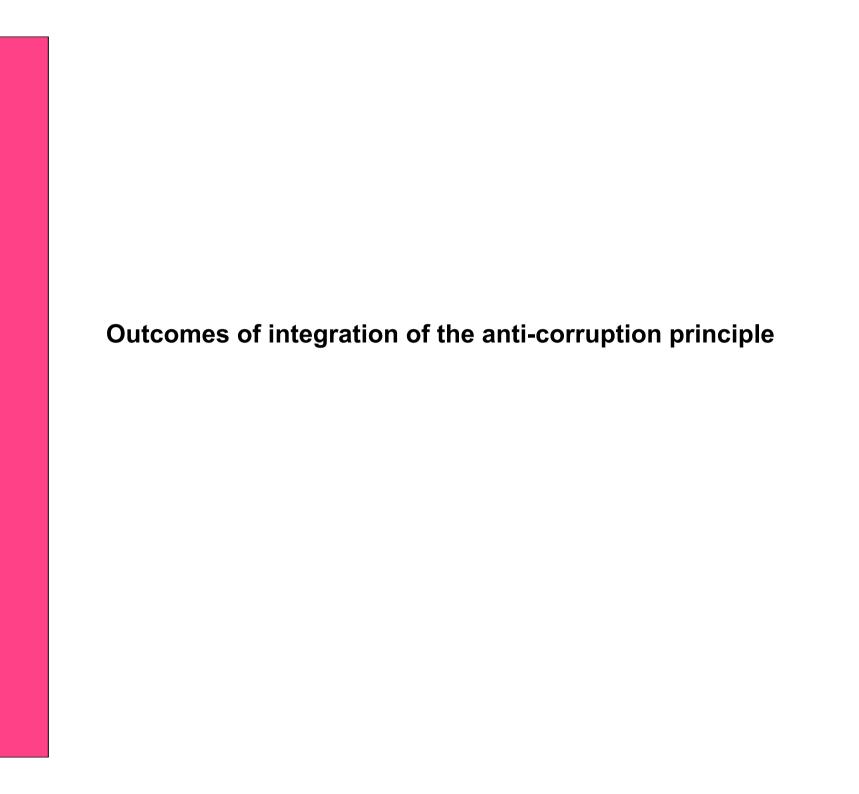
**From Regulation** 

**Through De-Regulation** 

To Re-Regulation

## **Criterion 14:**

The COP describes effective management systems to integrate the anti-corruption principle



**Disclosure of no incidents** 

We had no incidents related to alleged corruption in the past year

#### **GRI Disclosures**

#### **Indicators Society**

Aspect Anti-Corruption:

G4-SO3: TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED

100%

G4-S04: COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES \_ Percentage of employees trained in organization's anti-corruption policies and procedures

100%

# Taking Action in Support of Broader UN Goals and Issues Criteria 15-18

#### "Trovo una regula universalissima,

la qual mi par valer circa questo in tutte le cose umane che si facciano o dicano più che alcun altra: e cioè fuggir quanto più si po, e come un asperissimo e pericoloso scoglio, la affettazione;

e, per dir forse una nova parola, usar in ogni cosa una certa sprezzatura, che nasconda l'arte e dimostri ciò, che si fa e dice, venir fatto senza fatica e quasi senza pensarvi...

Da questo credo io che derivi assai la grazia: perché delle cose rare e ben fatte ognun sa la difficultà, onde in esse la facilità genera grandissima maraviglia; e per lo contrario il sforzare e, come si dice, tirar per i capegli dà somma disgrazia e fa estimar poco ogni cosa, per grande ch'ella si sia.

Però si po dire quella essere vera arte, che non pare essere arte; né più in altro si ha da poner studio che nella nasconderla: perché, se è scoperta, leva in tutto il credito e fa l'omo poco estimato"

(Baldassare Castiglione, Il Cortegiano, 1528)



We have tackled priority areas that are central to corporate leadership today and essential for the transformation to sustainable markets.

Within the international framework, very few economic sectors have revealed as much economic potential as the Cultural and Creative Industries-CCIs have over the past few years.

Cerisier en Fleur - Cherry Blossom Law Initiative is an expression we coined to refer to our activities devoted to CCIs



# CCIs sector presents huge opportunities:

- The global demand for cultural content needs to be satisfied.
- The development of a creative economy demands the adoption of appropriate support policies for CCSMEs that should be commensurate with their significant contribution to the economy.
- CCIs development at international level serves the promotion of cultural diversity in a globalised world, promoting the intercultural dialogue and mutual understanding.

There is no consensus on what CCIs field encompasses.

We refer to the so called F.A.M.E. industries:

F - Fashion

A - Art

M - Music

**E** - Entertainment

Nations are reexamining the relationship between law and creativity, within which Intellectual Property-IP and Gender Parity issues gain characteristic momentum on the global stage.

The most important determinant of a country's competitiveness is its human talent - the skills, education and productivity of its workforce. And women account for one-half of the potential talent base throughout the world. While closing gender gaps is a matter of human rights and equity, it is also one of efficiency. There is new research on the growing 'power of the purse' and how this will be among the drivers of growth in the post-crisis economy. The combined impact of growing gender equality, the emerging middle class and women's spending priorities will lead to rising household savings rates and shifting spending patterns that are likely to benefit sectors such as, among others, CCIs.

# IP as a Power Tool for Economic Growth

#### The continuum

#### from

problem→knowledge→imagination→innovation→intellectual property→the solution
in the form of improved products and new technologies
continues to be a powerful driver for economic development
under the following headings:

-Social Impact Assessment

-Economic Impact Assessment of Copyright

-Economic Mapping of Creativity

-Social Impact Indicators for the Cultural Sector

-Cultural Impact Indicators for the Cultural Sector

-Impact Analysis in International Development

# Our Three Major Objectives that together form a Strategy

Promotion of cultural diversity and intercultural dialogue

Promotion of culture as a catalyst for creativity

Promotion of culture as a vital element in the international relations

### Our Purpose

§ Identify the trade and development opportunities open to developing countries through their creative industries and the challenges they face in building dynamic competitiveness and increasing the benefits generated from these industries

§ Identify a set of national and international policy recommendations to help shape the development and competitiveness of creative industries in developing countries and countries in transition

§ Exchange views and share experiences on best practices in the development of creative industries on the basis of case studies

§ Pave the way toward future initiatives

# Our Strategy Plan

- -Inform and seek engagement of CCIs: gathering and identifying stakeholders interested in the development of CSR actions and initiatives
- -Involve public authorities in charge of implementing policies for CCIs
- -Identify areas of research and studies
- -Organise networks between CCIs stakeholders, NGOs, and policy makers to discuss the conditions needed to foster CSR action
- -Disseminate information

#### **Our Platform**

- -Supporting the development of culturally-different expressions
- -Recognising the specific nature of cultural goods deserving specific treatments as different from other merchandises
- -Being engaged in a policy process that mainstreams culture in other policy areas (to support creativity at industry level, to promote mutual understanding at diplomatic and social levels for instance)
- -Confronting the globalisation progress with local and national cultures
- -Developing trade opportunities between CCIs and developing policies targeting cultural and creative SMEs
- -Believing in copyright enforcement and IP licensing as a tool to foster content creation and reward creators.

# It is about

**Vision Creativity Innovation Business Development Culture Education** Women **Environment Confidence Integrity** Reputation

**Corporate Sustainability Governance and Leadership Criteria 19 - 21** 

# **We** and **UNGC** Engagement Opportunities

- Women's Empowerment Principles,
- CEO Water Mandate,
- Business For Peace platform,
- Anti-Corruption and the Global Development Agenda call to action,
- Green Industry Platform,
- Caring for Climate,
- Campaign Ask Stock Exchanges to Issue Voluntary Reporting Guidance.

# **We and UN Goals Consistent Initiatives**

- Business Alliance for Water and Climate Change,
- Paris Pledge for Action,
- We Mean Business.

#### We and UN Istanbul World Humanitarian Summit

invited to participate in the Summit

supporting the core responsibilities of the Agenda for Humanity managed by the UN Office for the Coordination of Humanitarian Affairs

#### committed to

- hosting a meeting on accountability for violations with a view to improving dissemination and implementation of international humanitarian and human rights law in 2018;
- developing and implementing strategies for the engagement of men and boys as part of the solution to prevent and respond to gender-based violence in crisis settings by 2018;
- complying with existing gender equality norms enshrined in international legal frameworks governing conflicts.

# **ANNEX:**

- Women's Empowerment Principles
- Business & Peace

- Participating in Athena Film Festival as Organizational Partner,
- Supporting Girl Rising Global Campaign,
- Partnering Lady Lawyer Foundation in the initiative titled Clotilde I. Dolci Tales.

# War and Fashion(\*)

The link between fashion, its industry, Human Rights and development

(\*) partnering Lady Lawyer Foundation in ©avvocatomichelacocchiandladylawyerfoundation. All rights reserved 2011-2016.

#### **Vision**

In an interconnected world where the private sector, Governments and society have differentiated responsibilities but a shared interest in stability and prosperity, peace and development – business can be a powerful agent of change.

The role of business in contributing to peace has been identified in Forbes as one of the five areas defining the future of CSR by leveraging business influence on the workplace, marketplace and local communities.

Conducting responsible business operations in all areas of the world and taking action to advance peace is in everyone's interest. Conflict and instability not only impact people and the environment; they also pose risk to all parts of the business sector. Responsible behaviour requires proactive action to ensure business not only does no harm, but, where possible, contributes to development and assists society to overcome challenges to stability.

Toward the vision of a more sustainable and inclusive global economy, we focus on pursuing two main objectives:

- Implementing the ten Global Compact principles into business strategies and operations everywhere, and
- Taking action to support UN goals and issues including through partnership with others, peace being a core priority.

### **Objectives**

Being business active and collaborative engagement at the local level essential to advancing peace,

- Enhance understanding of business impacts on and contributions to peace;
- Catalyze action and partnerships individually or in collaboration with others to support peace in the workplace, marketplace and in local communities;
- Facilitate business participation in multi-stakeholder and policy dialogue on issues that are critical to peace;
- Foster transparency to inspire further business engagement in support of peace and promote accountability.

# Why focusing on Fashion?

Fashion is a universal human multicultural phenomenon and has an international vocation, being found in every part of the world and in every age of the history of mankind. Everyone wears clothing and inevitably participates in fashion to some degree, performing its characteristic double nature of both innovation and continuity, that represents a leading topic of social, economic and cultural sciences. Fashion is a big deal. The fashion industry brings many benefits to everyday lives across the globe. Fashion goes beyond simple clothing to express identity, create wellbeing, embrace creativity and connect global communities. But like all industries there's a negative side, characterised at its worst by factories exploiting workers, generating throwaway fashion, wasting resources and encouraging unsustainable consumption.

The twentieth century saw the effective end of haute couture, the rise of prêt-a-porter and, finally, the triumph of street fashion.

Transformation fashion and its industry has had in the last twenty years, if, on one hand, has brought a deep democratization of fashion product, on the other hand, has made emerge as central the theme of Human Rights, specifically with reference to protection of workers, environment, IP, complex and globalised supply chains.

These conditions have been largely attributed to the separation of apparel branding from production.

Within the illustrated framework, fashion industry can play a vital role in delivering sustainable development.

In the words of John Anderson, CEO of Levis Strauss & Co., "the future holds many challenges for the global fashion industry. Resource shortages, climate change, demographic change, new technologies, and seismic shifts in the global economy will affect our businesses, our customers and our world in ways we find hard to anticipate, let alone prepare for. All areas of this vibrant industry in every region will be affected, from suppliers of raw materials, designers and manufacturers, right through to big brands and niche retail outlets, and these profound changes will call into question the business models we're all familiar with. But these changes hold exciting opportunities as well as risks. If we understand what the future may hold we can prepare for it, spot promising new ventures and even help shape the direction it takes. Visionary brands have a huge opportunity to lead the way with their values and position themselves for success in the marketplace".

# A call to B4P action for fashion system

- Considering the international vocation of fashion system and its globalised supply chains, also throughout business in conflict-affected/high-risk areas

WHAT IS A CONFLICT-AFFECTED OR HIGH-RISK AREA? There is no single definition. According to our experience, we mean: •violent conflict including war or insurrection; •elevated political & social risk or instability; •concerns about human rights abuses; •transition out of conflict.

 Aiming to catalyze collaborative action to advance peace in the workplace, marketplace and local communities

the initiative will inform and seek engagement of fashion industry, - identifying areas of research and action

WHAT ARE B4P ACTION AREAS? Sources of instability vary according to the context and companies have vastly different roles to play in different situations Some of the issue areas identified include: • Infrastructure development projects; • Providing for basic needs, including water, shelter and food; • Training programmes to increase human capital; • Promoting fair land rights and acquisition; • Natural resource management, including water; • Encouraging entrepreneurship and job creation; • Helping to foster inter-religious and inter-cultural understanding.

-organising networks -disseminating information being based on Italy, EU, US, and Japan as case histories, South-America, EurAsia, Asia, Middle East, and Far East as case studies Africa as challenges

# **Starting from 2015 May 21st**

Celebrating the World Day for Cultural Diversity for Dialogue and Development, we have welcomed an international audience of fashion, law, justice and development professionals, organizations, financial institutions, governments, academia, think-tanks, civil society, media, for an occasion that has called all to have a hand at the achievement of sustainable development and peace.

We have opened

#### a consultation

inviting all the interested stakeholders to submit spontaneous and free contributions on the issue of Fashion, Human Rights and Development, and, in particular, on Fashion and - Human Rights; -Protection of Workers; - Environment; - Corruption; - Ethics and transparency on the use of Animals, Natural and Mining Resources and on the relationships with Designers and Models; - Audit.

# **Guidance questions**

- -What implications of the UN Guiding Principles on Business and Human Rights (UNGPs)?
- -What role on human rights issues?
- -To which areas?
- -What steps to implement responsibility?
- -Are there sector-based issues arising as to human rights due diligence?

...the beat goes on



Beyond 2017



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