

## Edit COP

## Robust Human Rights Management Policies & Procedures

For the following criterion, please check the best practices you have implemented and discussed in your COP.

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**Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights**

- ☒ Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1) ⓘ
- ☐ Other established or emerging best practices ⓘ
- ☐ Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)
- ☐ Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)
- ☐ Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

**Criterion 4: The COP describes effective management systems to integrate the human rights principles**

- ☒ Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)
- ☒ Internal awareness-raising and training on human rights for management and employees
- ☒ Allocation of responsibilities and accountability for addressing human rights impacts
- ☐ Other established or emerging best practices ⓘ
- ☐ Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)
- ☐ Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)  
caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)
- ☐ Internal decision-making, budget and oversight for effective responses to human rights impacts
- ☐ On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3) ⓘ
- ☐ Process to ensure that internationally recognized human rights are respected
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

**Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration**

- ☒ Leadership review of monitoring and improvement results
- ☒ Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)
- ☒ Monitoring draws from internal and external feedback, including affected stakeholders
- ☐ Other established or emerging best practices ⓘ
- ☐ Outcomes of integration of the human rights principles ⓘ
- ☐ Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)
- ☐ System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3) ⓘ
- ☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ