

# What Irish Businesses Need to Know about Human Rights

May 27, 2021

**BUSINESS  
IN THE  
COMMUNITY  
IRELAND**

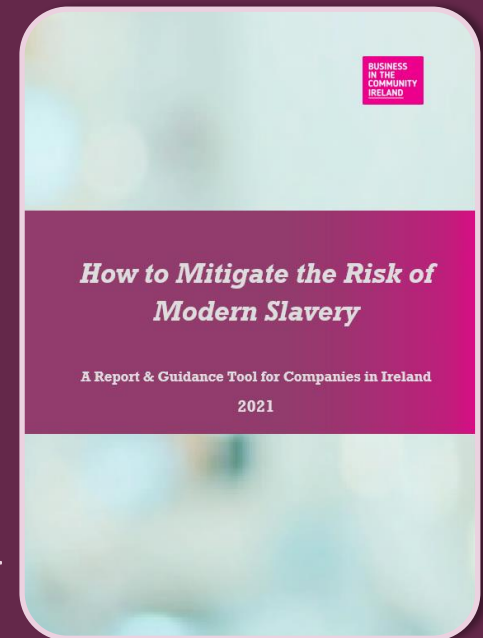
The Network for Responsible Business

# Business & Human Rights – Sobering Facts

- Ongoing research is showing, **there isn't a single business world-wide who can say their operations & supply chain are free of risk of Human Rights Infringements.** Infringements are *on the rise globally*.
- **Human Rights Infringements** include excessive working hours; the under-payment or non-payment of wages; non-payment of overtime; poor health & safety.
- **Modern Slavery** is the term used to describe slavery, labour exploitation, forced labour and human trafficking. **The Global Slavery Index estimates 40.3 million people worldwide are trapped in modern slavery – c. 8000 in Ireland.**
- **High-Risk Sectors** include **Agriculture, Construction, Apparel** (e.g. Uniforms & T-Shirts); industries that use raw materials for component parts; **Facilities Management** (particularly **the use of Recruitment Agencies by Sub-Contractors**) e.g. **Cleaning, Security, Maintenance, Catering & Food** – such as the sourcing of fresh produce, fruit & vegetables, meat & fish.
- **Migrant Workers and Refugees** are particularly vulnerable to **Debt Bondage**.

# BITCI Advice & Guidance on Human Rights includes:

- Development of a Human Rights Policy
- Supplier Code of Conduct
- Human Rights Governance Structure
- Supplier Questionnaire
- Human Rights Due Diligence Process
- Bespoke **Awareness-Raising & Training** for Procurement Teams, Cross-Functional Teams & Tier 1 Suppliers on *How to Mitigate the Risk of Modern Slavery*



# Questions to Consider

1. What human rights due diligence (or risk identification & management) is currently being conducted by your organisation - **for both operations and the chain of supply** e.g. do you know from which firms the meat & fish used by your caterer is coming from?
2. Is there a named senior leader in your business who has accountability for human rights?
3. Does your organisation have a human rights or modern slavery policy?
4. What steps are being taken to raise awareness and engage staff and suppliers on human rights risks and modern slavery?

# Thank You

**Darina Eades**

**Senior Corporate Sustainability Advisor**

**Business in the Community Ireland**

Email: [deades@bitc.ie](mailto:deades@bitc.ie)

Website: [www.bitc.ie](http://www.bitc.ie)