

In sharp focus

Gap analysis, due diligence risk assessments and e-learning on human rights and modern slavery

Global employment conditions are under increasing scrutiny. Allegations of modern slavery and trafficking, sweatshop factories and child labour have been made against a wide range of companies, particularly those reliant on long and complex supply chains. Instead of reacting to human rights problems, businesses should proactively “know” (identify and prevent) and “show” (disclose) their human rights risks.

Governments have reinforced this change in emphasis by introducing new human rights procurement conditions, governance codes, reporting duties and more. New legislation includes the EU Non-Financial Reporting Directive and the UK Modern Slavery Act as well as both planned and implemented legislation in Europe and Australia.

These developments present significant reputational, procurement, financial, corporate and legal risks and there is no single off-the-shelf solution. With our advice and e-learning modules, businesses can train staff, conduct a comprehensive risk assessment, prioritise their response and report externally through a series of proportionate and manageable steps.

Case studies

Recent projects include:

- a due diligence risk assessment, supply chain mapping and human rights governance gap analysis for a major financial services client
- legal advice and guidance to a major publishing organisation on their human rights and modern slavery reporting obligations including mapping their value chain, drafting a slavery and trafficking risk report, directing future audit and due diligence actions and reviewing their first modern slavery statement
- advice and guidance on the UK Modern Slavery Act including advice on reporting obligations, governance gap analyses, policies, vendor contracts, human rights codes of conduct and due diligence risk assessments for multiple clients in the construction, retail, real estate, food manufacturing and pharmaceutical sectors
- advice to multinationals responding to requests for global trade union agreements with significant human rights considerations as well as advising on responding to correspondence from global trade union federations where human rights violations have been alleged
- a due diligence risk assessment, supply chain mapping and human rights governance gap analysis for a major energy sector client including delivering training on the UK Modern Slavery Act and human rights global reporting standards

Our business, human rights and modern slavery services

We provide practical, legal and strategic advice on human rights reporting obligations. This includes advising you on risk factors, the due diligence steps you can take and integrating change. Our project managed approach encompasses:



Human rights governance gap analysis - reviewing and providing recommendations on your existing policies, procurement and operational procedures, contract terms, codes of conduct, CSR reporting, supplier vetting, due diligence processes, staff training, ethics programmes, stakeholder engagement and existing grievance mechanisms.



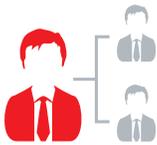
Integration plan - following the gap analysis and risk assessment, we formulate a costed human rights action plan with you to prioritise risks and address issues identified. We can advise on building and using leverage within your value chain, the use of an audit approach if applicable, the provision of appropriate remedies for rights holders and can provide guidance on KPI's to monitor the effectiveness of steps taken.



Eversheds Sutherland Consulting – our consultants work across a wide range of diverse sectors advising on legal department strategies, designing and implementing global frameworks (legal, risk and compliance), helping to develop ethical cultures and providing corporate risk training programmes and e-learning.



Reporting - advising on the legal and best practice requirements when preparing disclosure reports to ensure group wide consistency recognising the evolving nature of international reporting requirements.



Training - through our innovative e-Learning modules or delivering in person training on modern slavery and human rights.



Monitoring/auditing - helping to design your third party supply chain monitoring and audit programme. We can provide qualified, flexible resource to undertake this on your behalf.



Due diligence risk assessment - conducting a risk assessment to identify potential human rights risks across the business and value chain including supply chain mapping incorporating recognised risk resources and internal data to identify higher risk geographies, sectors, commodities, activities, labour practices and relationships.

What happens next?

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DTUK000219_02/17



10% of proceeds from our e-learning sales will go to Unseen, a modern slavery charity who are "Working toward a world without slavery".