



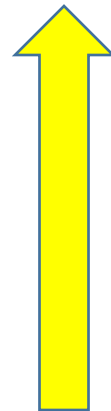
CASE STUDY

**Business and
Human Rights
in Practice**

Ron Popper and Andrea Shemberg
27 September 2022

PART I

THINKING ABOUT IMPACTS OF BUSINESS ON PEOPLE



2008





Multinational Construction Company

Мультинациональная компания по строительству



Headquarters in France

Штаб квартира во Франции



Activities in 100 countries

Деятельность в 100 странах

VINCI



Vinci's revenue for 2018 was €45.5 billion, with a net income of almost €3 billion



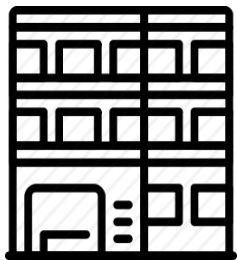
Hundreds of thousands of subcontractors

Сотни тысяч субподрядчиков



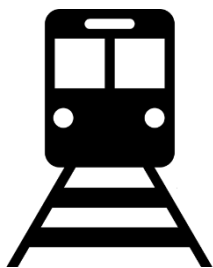
211,333 employees

211,333 сотрудников



Lusail Underground
CarParks

Подземные
автостоянки Lusail



Lusail Light Railway
Transit System

Система легкого
железнодорожного
транзита Lusail



New Orbital Highway

Новая орбитальная
магистраль



Doha Metro: Red Line South

Метро в Дохе: Красная
Южная Линия



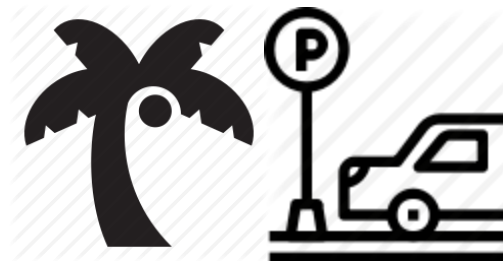
Transfer Packages

Узел для передачи размера
единиц



Pumping stations

Насосная станция

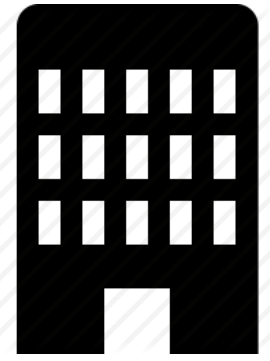


Sheraton CarPark Project

Проект автостоянок
Шератона



Bernard Provost
CEO – Experienced Engineer
Исполнительный директор -
Опытный инженер



STRATEGY

Концессии

CONCESSIONS



Extend the maturity of the concession portfolio



Focus on airports and motorways

Концессия - модель интегрированного строительства

CONCESSION-CONSTRUCTION INTEGRATED MODEL



Synergy in expertise between concessions and contracting businesses to win new infrastructure projects

Заключение контрактов

CONTRACTING



of VINCI Energies



of Eurovia's and VINCI Construction's high technical value added businesses

INTERNATIONAL

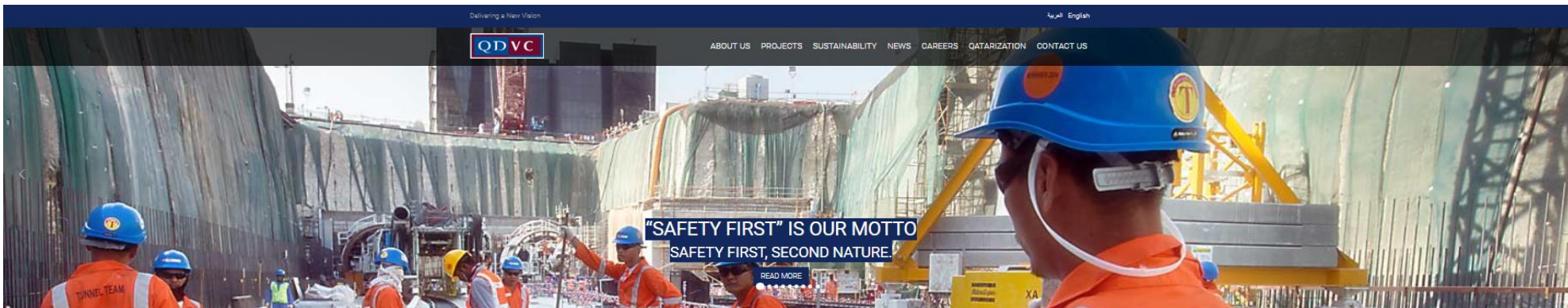
Международный



Target: over 50% of revenue from international operations



Expand the Group's presence beyond Europe



Для нас нулевой вред означает:
 0 смертей
 0 необратимых травм
 Каждое подразделение бизнеса
 стремится к 0 уровню
 несчастных случаев и
 травматизма



QDVC | ABOUT US | PROJECTS | SUSTAINABILITY | NEWS | CAREERS | QATARIZATION | CONTACT US

Health & Safety

- Safety campaign
- Global psychological support
- Training programs
- Quality

For us, Zero Harm means:


- Zero fatalities
- Zero permanently disabling injuries
- Each business unit aims for zero accidents and injuries.

HEALTH & SAFETY

Safety first, Second Nature.

QDVC continues to build a culture where putting safety first is second nature. It reflects a deep corporate commitment that is put into practice through the involvement of every QDVC employee.

We have made Health & Safety of employees and contractors our number one priority. Reaching – then maintaining – zero harm is an absolute necessity.



We've worked with our Clients, Partners, Consultants and supply chain to deliver high quality projects while ensuring that it is simply unacceptable for people to get injured on our workites. The safety of our people and the projects we deliver comes first. We are challenging ourselves and our project partners to create and maintain world-leading, safe and healthy workplaces. To make sure our people go home safe and healthy at the end of the day.

SAFETY CAMPAIGN

A VINCI Safety initiative developed to make safety a constant concern for the company, to enforcing safety rules and share successes and failures.

[READ MORE](#)

GLOBAL PSYCHOLOGICAL SUPPORT

In its quest to always provide the best working and living conditions to its 6000 employees, QDVC implemented a psychological support developed by Eutelmed a French Company having a specific expertise in psychology of expatriation, prevention of psychological risks in international mobility, and online psychiatric care.

[READ MORE](#)

TRAINING PROGRAMS

Over the past year, various training programs all developed by VINCI and adapted to local context have been launched throughout the year with multi-disciplinary approach to safety in our workplaces that has achieved a profound step change in our safety performance.

[READ MORE](#)

QUALITY

Our unremitting efforts were rewarded in 2009 by an internationally recognized certification body, AFNOR, which awarded QDVC by three sector-leading certifications.

[READ MORE](#)

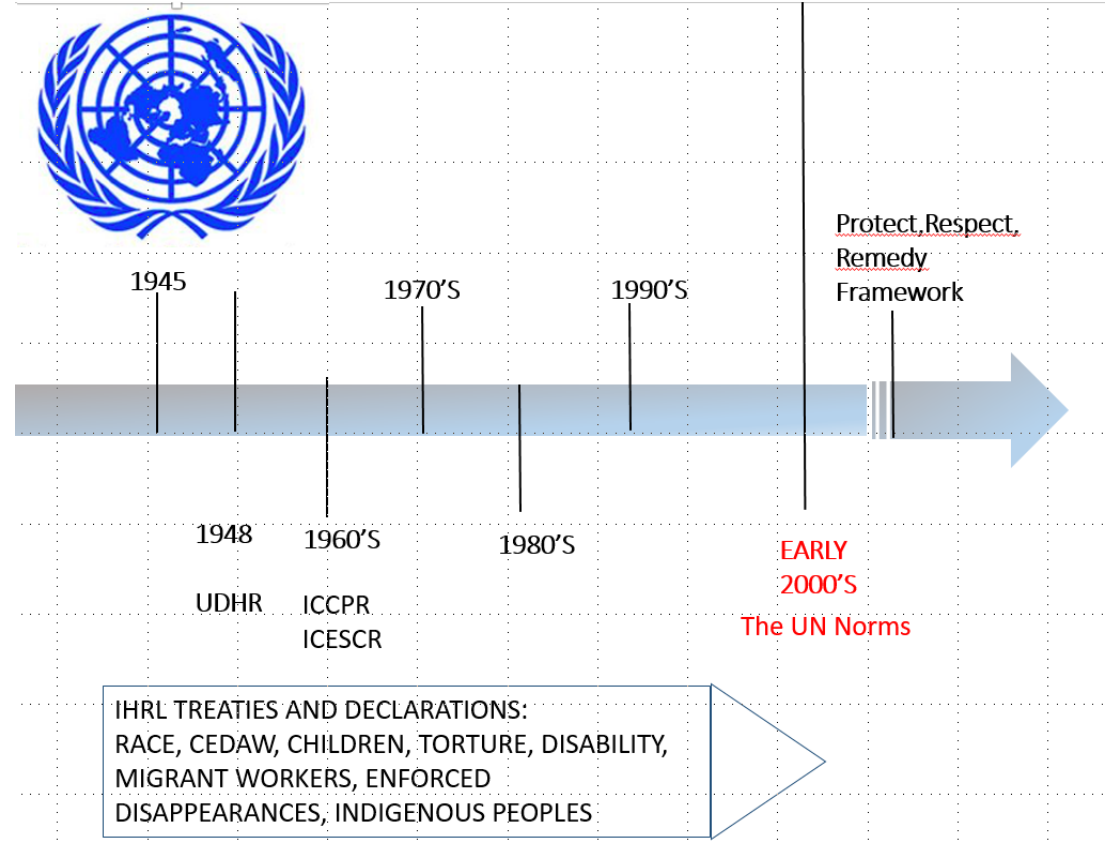


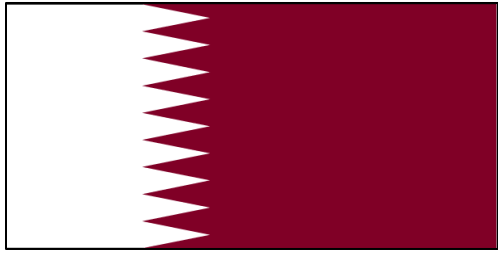
Global Business and Human Rights Context

The global Business and Human rights as of 2008



GLOBAL FORUM
ON RESPONSIBLE
BUSINESS CONDUCT





Qatari Context

QNV 2030 and NDS 2011-2016 Human Resources Master Plan

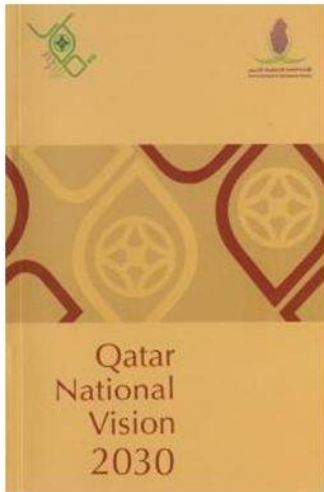
2 From Vision Goals to National Development Strategy Aligned Around QNV's 4 Pillars

Institutional Development and Modernisation Cross-cutting

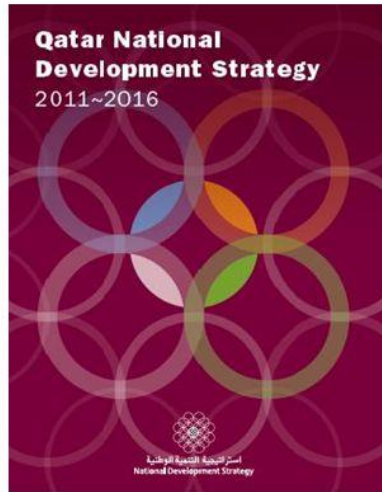


QNV 2030 articulates long-term national development goals

NDS 2011-2016 defines programmes and projects towards achieving QNV goals

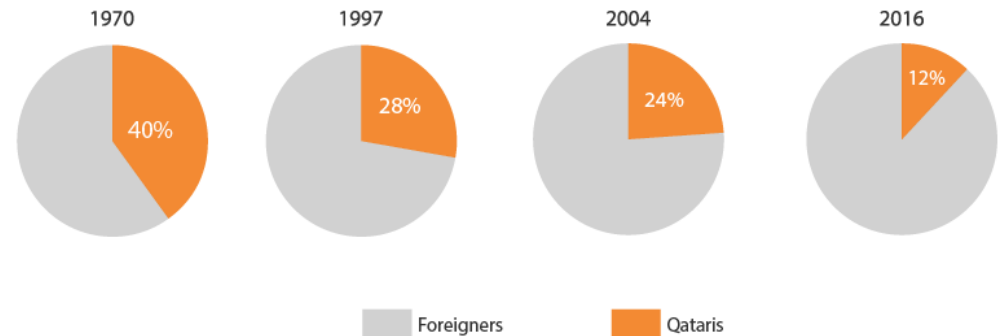


....launched in October 2008



....launched in March 2011

Population of Qatar: Nationals vs Foreigners





MIGRANT WORKERS IN QATAR



Migrant workers have flocked to Qatar since the country was awarded the World Cup in December 2010, and the population has grown by **more than a million**.

QATAR POPULATION

— DECEMBER 2010

1.6 MILLION PEOPLE

— DECEMBER 2018

2.6 MILLION PEOPLE

MIGRANT WORKERS

REPRESENT



OF THE COUNTRY'S LABOUR FORCE

WORKING MAINLY IN :



CONSTRUCTION



HOSPITALITY



DOMESTIC SERVICE

LESS THAN 2%

OF MIGRANT WORKERS ARE EMPLOYED ON WORLD CUP CONSTRUCTION SITES

Labour Law and the Kafala System in Qatar



5 TEAMS

Teams 1 and 2

I need your help. I have two teams to help me understand the risks related to people for our work in Qatar.

Your task:

Give me a list of risks related to people that you believe he should know about and plan for.



5 TEAMS

Teams 3, 4 and 5

Based on the facts presented here, and what you know about the UNGPs and internationally recognised human rights:

- Identify what human rights risks (risks to people) will QDVC likely encounter in developing the projects in Qatar described above



**WHAT IMPACT?
КАКОЕ ВОЗДЕЙСТВИЕ?**



PART II 2008-2015

HERE IS WHAT HAPPENED WITH VINCI ...

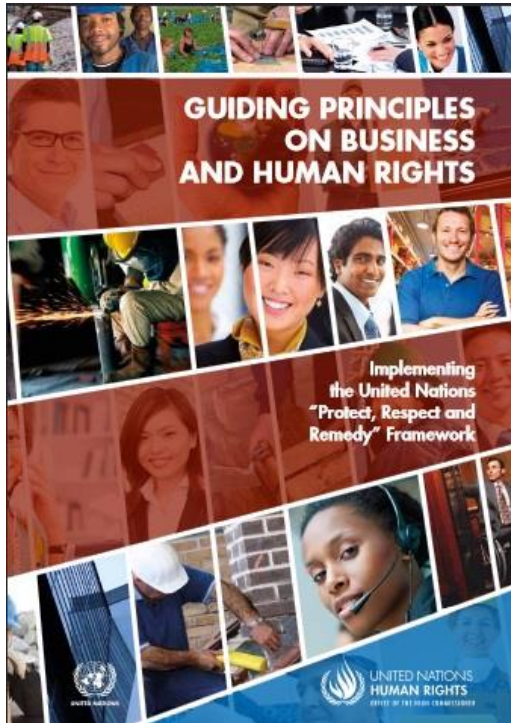
ВОТ ЧТО СЛУЧИЛОСЬ С VINCI ...





Global Business and Human Rights Context

The global Business and Human rights as of 2008



Modern Slavery Act
2015





**AMNESTY
INTERNATIONAL**



H U M A N
R I G H T S
W A T C H



BWI
Building and Wood
Worker's International
www.bwint.org

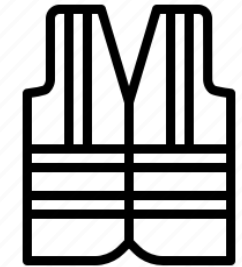
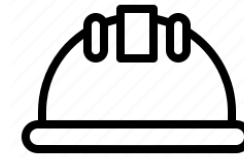
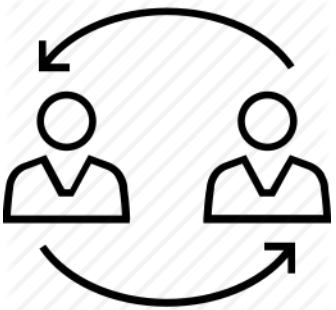


Bernard Provost
CEO – Experienced Engineer



Nicolas Flynn
Human Resources Director

Dorothea Lenoble
QDVC CSR Manager







PART III





2015: The Sherpa Lawsuit against VINCI for forced labour in Qatar

Судебный иск компании Шерпа
против VINCI за принудительный
труд в Катаре





PRESS RELEASE

Rueil-Malmaison, 24 March 2015

VINCI entirely refutes Sherpa's allegations and decides to file a lawsuit for defamation

VINCI entirely refutes Sherpa's allegations and decides to file a lawsuit for defamation

5 TEAMS BREAKOUT DISCUSSIONS

QUESTION

Reflect upon VINCI's response to the lawsuit (press release, counterclaims). Was this an appropriate response, why or why not?



KEY LEARNINGS - КЛЮЧЕВЫЕ УРОКИ

What do you think about VINCI's response? Team feedback



KEY LEARNINGS - КЛЮЧЕВЫЕ УРОКИ

What do you think? Reflections?



KEY LEARNINGS - КЛЮЧЕВЫЕ УРОКИ

- Business and Human Rights has to do with adverse impacts on people that interfere with enjoyment of their human rights
Предприятия и права человека имеют отношение к неблагоприятному воздействию на людей, препятствующему осуществлению их прав человека
- All businesses, in all contexts, have the responsibility to respect human rights. That means preventing and mitigating impacts, and when things go wrong, remediating them.
Все предприятия во всех контекстах несут ответственность за соблюдение прав человека. Это означает предотвращение и смягчение последствий, а в случае возникновения проблем - их устранение.
- The UNGPs expects companies to prioritise the most salient human rights impacts – irrespective of company policy
UNGPс ожидает, что компании будут отдавать приоритет наиболее значимым воздействиям на права человека - независимо от политики компании
- Companies respect human rights by having a policy commitment, carrying out human rights due diligence and remediating adverse impacts with which they are involved.
Компании уважают права человека, принимая на себя политические обязательства, проявляя должную осмотрительность в вопросах прав человека и возмещая ущерб от неблагоприятного воздействия, к которому они причастны.
- Defending the company against human rights allegations is a company **activity** for which the company should anticipate and prevent adverse impacts on others. Special attention is warranted for the safety, security and rights of "human rights defenders".
Защита компании от обвинений в нарушении прав человека - это деятельность компании, для которой компания должна предвидеть и предотвращать неблагоприятное воздействие на других. Особое внимание следует уделять охране, безопасности и правам "правозащитников".

