

Human rights due diligence: Exercises

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Due diligence: common issues in the workplace

➤ Common issues in workplace

- Child/forced/trafficked/migrant labour
- Labour /contract violations
- Excessive overtime, delayed payments
- Poor working and living conditions
- Health and safety hazards
- Inadequate PPE
- Discrimination/harassment
- Freedoms curtailed (speech, assembly, bargaining)
- Retaliation against whistleblowers



Due diligence Exercise: Group 1

Business opportunity in potentially high-risk country

Opportunity:

- Bidding to sell mine hoist to a mine
- Customer in neighbouring country
- Buyer in country deemed high risk
- Good margins
- Strong competition for contract

Company questions

- What human rights risks?
- What human rights due diligence?
- Who are the stakeholders?
- Where do you get advice?



Due diligence Exercise: Group 2

Business opportunity: Importing of vital health supplies

Opportunity

- Need for rubber gloves during pandemic
- Government wants you to arrange supply
- You find cheap supplier (Malaysia)
- Recommended by industry association
- Supplier can arrange quick delivery

Company questions

- What human rights risks?
- What human rights due diligence?
- Who are the stakeholders?
- Where do you get advice?



Due diligence Exercise Group 3

Business opportunity: Transporting goods from eastern to western Europe

Opportunity

- Contract to supply small machines
- Delivery to southern Spain
- Partly by road/partly sea
- Lorry drivers are subcontractors
- No dangerous items involved

Company questions

- What human rights risks?
- What human rights due diligence?
- Who are the stakeholders?
- Where do you get advice?



Due diligence Exercise 2 Group 4

Business opportunity: To buy a small agriculture company

Opportunity

- To buy rival agricultural company
- Producing fruit and grain
- Employs 400 seasonal workers
- Mostly migrant labour
- Deal strengthens your market position

Company questions

- What human rights risks?
- What human rights due diligence?
- Who are the stakeholders?
- Where do you get advice?

