IRPC Public Company Limited

Human Rights Risk and Impact Assessment Methodology

Document No.: Rev.01

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1   PURPOSE

The Human Rights Risk and Impact Assessment ⟨HRIA⟩ Methodology is aimed to inform IRPC Public Company Limited ⟨IRPC⟩ about its potential human rights impact on internal and external stakeholders that associated with the company's operation. In addition, this Methodology will enable IRPC to identify and prioritise corporate human rights risks. This, therefore, will help IRPC to effectively plan and manage these critical human rights risks through existing and additional mitigation measures.

Objectives of this Methodology are to provide a structured process through which relevant functions/ units of IRPC and its subsidiaries can identify, manage, and monitor potential human rights impacts associated with their operations. Result of HRIA will guide management strategies of the company to lower risk impact to be in an acceptable level as well as to prevent and/or mitigate the potential impacts before they occur.

2   SCOPE

This Methodology applies to all operations and subsidiaries of IRPC, and also relevant external stakeholders ⟨e.g. suppliers, contractors, security officers and community⟩ that are impacted from IRPC's operation activities.

This Methodology has been developed based on international standards and guidance materials, such as the International Finance Corporation ⟨IFC⟩'s guide to human rights impact assessment and management and the International Petroleum Industry Environmental Conservation Association ⟨IPIECA⟩'s human rights impact assessment process which can be applied to the company's operation and its subsidiaries in all areas. Nevertheless, scope of this Methodology is exclusive of new joint ventures as these companies are needed to be analysed their human rights status and therefore, a different process with consideration of other factors related to joint ventures.

3   DEFINITIONS

3.1   HUMAN RIGHTS

Human rights are the basic freedoms and protections that all people are entitled to simply becomes they are human beings. All human rights are underpinned by the following 4

principles (the Guide to Human Rights Impact Assessment and Management; HRIAM) including;

- **Universal**: All people are born with and are entitled to the same human rights, regardless of nationality, residence, gender, race, ethnicity, religion and cultural heritage.
- **Inalienable**: Human rights should not be taken away or compromised except in specific situations and according to due process.
- **Indivisible**: All human rights should be equally considered. Civil and political rights are of equal importance to economic, social and cultural rights.
- **Interdependent and interrelated**: Human rights are mutually reinforcing. The enjoyment of one human right often relies wholly, or in part, on the existence of other human rights. Similarly, the interference of one human right often negatively affects other human rights.

Furthermore, the 30 plus human rights that exist are defined by the International Bill of Rights, which consists of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR) (*Box 3.1*).

There are other relevant international conventions and declarations, including the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work and the Declaration on the Rights of Indigenous Peoples by United Nations (UN)

BOX 3.1 HUMAN RIGHTS

Human rights are typically divided into two categories – civil and political rights and economic, social and cultural rights.

1. **International Covenant on Civil and Political Rights: ICCPR**. Civil and political rights protect the individual from unwarranted infringement by government and private organisations and guarantee the individual the ability to participate in civil and political life without discrimination or repression. Examples of civil and political rights includes the: right to life, freedom of religion, freedom of speech, freedom of assembly, and rights to due process and a fair trial.
2. **International Covenant on Economic, Social and Cultural Rights: ICESCR**. Economic, social and cultural rights are found on the belief that people can enjoy rights, freedoms and economic justice all at the same time. Examples of economic, social and cultural rights includes the right to work, the right to just and favourable working conditions, the right to an adequate standard of living and the right to education.

Business is expected to respect human rights, as set out in the *Protect, Respect and Remedy Framework*, which was endorsed by the United Nations Human Rights Council in 2011 (*Box 3.2*).

BOX 3.2 PROTECT, RESPECT AND REMEDY FRAMEWORK

Professor John Ruggie, the Special Representative of the United Nations Secretary General on human rights and transnational corporations and other business enterprises, was invited by the United Nations Human Rights Council to propose measures to strengthen the business sector's human rights performance.

In response, Professor Ruggie prepared a report in 2008 outlining a conceptual framework to guide the business and human rights debate focusing on three core principles – respect, protect and remedy. To support implementation of the framework, Professor Ruggie prepared Guiding Principles on Business and Human Rights: Implementing the UN Protect, Respect and Remedy Framework. The guiding principles were endorsed by the UN Human Rights Council in 2011. These guiding principles have subsequently influenced changes in key international standards and guidance documents, such as the International Finance Corporation's Performance Standards and the Organisation for Economic Co-operation and Development's Guidelines for Multinational Enterprises.

Table 3.1 provides examples of the human rights that may be impacted by an operation. This includes rights held by local community members (e.g. right to an adequate standard of living) as well as the rights held by an operation's workforce (e.g. right to equal pay for equal work).

Table 3.1   Examples of Human Rights

Topic	Right	Source
Labour	Right to belong to a trade union	ILO/ UDHR
	Right to equal pay for equal work	ILO/ UDHR / ICESCR
	Right to work	ICESCR
	Right to the enjoyment of just and favourable conditions of work	ICESCR
Livelihood	Right to an adequate standard of living	UDHR
Security	Right to life, liberty and security of person	UDHR
Cultural	Right to take part in cultural life	ICESCR

3.2   TERMINOLOGY

The following definitions apply throughout this Methodology:

Environmental Impact Assessment (EIA)	An assessment of the possible positive and negative impacts that a proposed project may have on the environment, together consisting of the natural, social and economic aspects.
Environmental Management Plan (EMP)	A site-specific plan developed to ensure that all necessary measures are identified and implemented in order to protect the environment (including health and social components), and comply with related legislation. The EMP in this methodology includes mitigation and enhancement measures and a monitoring program.
Health Impact Assessment (HIA)	A means of assessing the potential health impacts of policies, plans and project in diverse economic sectors using quantitative, qualitative and participatory techniques.
Human Rights Impact Assessment (HRIA)	An assessment of the potential human rights impacts that is likely to arise as a result of a proposed project.
Social Impact Assessment (SIA)	A methodology to the potential social effects of infrastructure projects and other development interventions.

3.3   LANGUAGE

In this document, the words may, should, and shall have the following meanings:

May	Indicates a possible course of action
Should	Indicates a preferred course of action
Shall	Indicates a course of action with a mandatory status

3.4   ACRONYMS

The following acronyms are used throughout this Methodology:

EIA	Environmental impact assessment
HRIA	Human rights impact assessment
HRMP	Human rights management plan

ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
UDHR	Universal Declaration of Human Rights

4   RESPONSIBILITIES

The following section identifies the key personnel that will be involved in implementation of this Methodology.

4.1   OWNERSHIP

The Sustainability Management Office (SMO) is the owner of this Methodology. As such, SMO is responsible for human rights impact assessment as followings:

- Reviewing the Methodology for any future revisions; and

- Ensuring this Methodology is effectively implemented - i.e. human rights impacts are identified and managed.

4.2   CUSTODIAN

The custodian of this Methodology is SMO which has responsibility for conducting HRIA. As human rights is one of key elements in a corporate sustainability management, as well as other relevant functions, e.g. Human Resources, Local Community, Government Relations, Supply Chain, Safety, Security, Occupational Health & Environment and Customer Relations – are required to be involved and responsible for:

- Identifying potential areas for improvement;

- Initiating periodic revision of this Methodology; and

- Maintaining a document status register.

4.3   IMPLEMENTATION

At the operation level, relevant functions/ units will be responsible for completing the HRIA. This includes following tasks:

- Lead the HRIA project team;

- Define the scope of the HRIA, including the activities subject to assessment and development of the terms of reference for the study;

- Act as the focal point for the HRIA, and ensure the study is completed in a timely fashion;

- Oversee stakeholder engagement activities, including collection of primary data and communication of the study results;

- Review local regulatory requirements to ensure that all relevant requirements are addressed as part of the HRIA;

- Implementation and monitoring of the human rights management plan (HRMP); and

- Maintain a copy of the HRIA, and subsequent documentation, including but not limited to: monitoring results, audit report, any updates following deviations of project information.

Human rights impacts are likely to be identified across a number of functions. For this reason, SMO will be supported a team. This will include the following roles:

- Provide relevant information for the project description/ description of activities including baseline information of local communities;

- Communicate basic human rights issues related to business operations including human rights impact assessment tools.

- Provide guidance to relevant agencies for implementing relevant measures on human rights management.

- Provide guidance for the review of measures on human rights management.

- Communicate outcomes from the HRIA to relevant stakeholders.

In addition, the SMO will be responsible for on-going evaluation. This includes the following tasks:

- Auditing the Human Rights Management Plan (HRMP) annually to ensure that the commitments in the HRMP are met;

- Provide advice on corrective actions, if required, based on the audit finals; and

- Coordinate an independent third party audit of the HRMP every years.

5 HUMAN RIGHTS IMPACT ASSESSMENT PROCESS

The HRIA process includes six key steps, as identified in *Figure 5.1*. These steps are further described below.
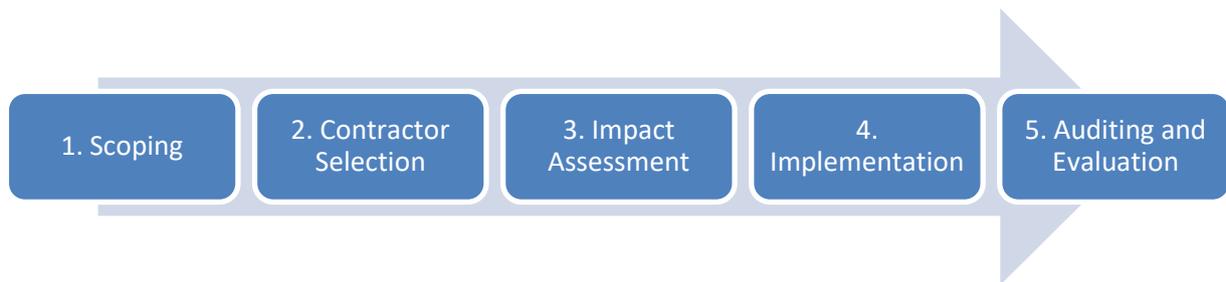
Figure 5.1 Human Rights Impact Assessment Process

5.1 PROJECT DESCRIPTION (SCOPING)

The focus is on developing a detailed description of the activities that will be completed – this is referred to as the 'project description'. This should include, but is not limited to:

- Location of the activities, including onshore and offshore;

- Timeframe in which the activities will be completed;

- Activities that will be undertaken;

- Size of the workforce, including transport and accommodation (in case of new project);

- Security force requirements, if applicable; and

- Purchasing raw materials, chemicals as well as materials, equipment and services.

The project description will provide a basis for development of the scope of work, which will then be issued to the contractor responsible for completing the HRIA. The scope of work should include, as a minimum, the following elements:

- Summary of the project description as specified in the scope;

- A description of the intended outcome of the HRIA, and how it will be used by IRPC; and

▪ The expected duration of the HRIA study, including the internal IRPC approvals process. The duration of an HRIA study typically ranges from 6 to 8 months, depending on the complexity of the project and the availability of information.

5.2   CONTRACTOR SELECTION

The HRIA should be completed by third party to ensure sufficient independence of the outcomes. The project team leader will issue the scope of work to qualified consultant. Afterward, the SMO will review HRIA report in order to motoring and assessing status of the project.

5.3   HUMAN RIGHTS RISK AND IMPACT ASSESSMENT

The process of Human Rights Risk and Impact Assessment is presented in Figure 5.2.
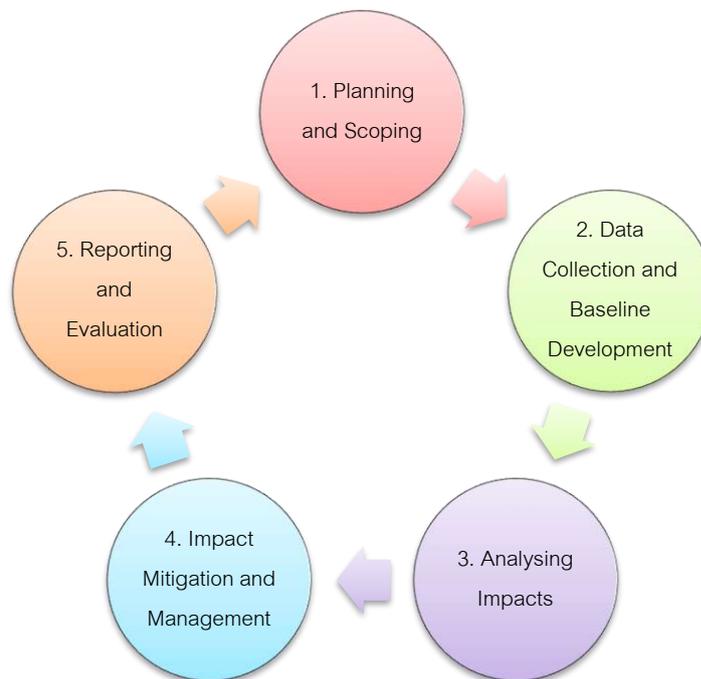
Figure 5.2 the Process of Human Rights Risk and Impact Assessment

5.3.1 Planning and Scoping

The first step in the impact assessment process should be a scoping exercise. This will help identify at a high level the likely receptors to be impacted by the project. This information will help focus the baseline and impact assessment on the likely impacts. An example of a scoping matrix is shown in *Table 5.1*.

Table 5.1   Example of a Scoping Matrix for IRPC Industrial Zone Project

Activity	Human Rights Issue/ Relevant Standards	Description of Impact	Receptors					Comment	Control
			vulnerable groups	Local community	Contracted labor	Customer	Employee		
Reconditioning area	▪ Right to own property ▪ Right to an adequate standard of living	The company's business activity might affect right to residence of people. If the company has to relocate local people due to expansion of its operation, the company must provide protection to those affecting groups. For example, the company should conduct impact assessment; provide consultation, proper resettlement process and fair remedy. This will help to reduce diverse impact on vulnerable groups, such as women and indigenous people.							
Use of public or private personnel to protect the operation area and increased number of migrant workers during construction. This might have an impact on security and livelihood of local communities	▪ Right to liberty and security ▪ Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment	There is potential for IRPC security forces to use disproportionate force when responding to community or employee protests or other expressions of community outcry. The security practice has to follow international security principles and human rights standards in order to ensure that such situation will be properly managed and also will not create complicity in a human rights violation. In this regard, security forces include state security forces or local police forces and also private security forces.							
Procurement of construction materials and other product and services from contractors and suppliers.	▪ Right not to be subjected to slavery, servitude or forced labour ▪ Right to the protection for the child ▪ Right to work	An effective supply chain management will create engagement of business partners (e.g. suppliers and contractors). This is also a significant mean to communicate the company's expectation to these business partners as they are aimed to commit to the company's code of code and regulations in their							

Activity	Human Rights Issue/ Relevant Standards	Description of Impact	Receptors					Comment	Control
			vulnerable groups	Local community	Contracted labor	Customer	Employee		
		countries of operation.							
Water utilization for construction and maintenance of machines and equipment	▪ Right to an adequate standard of living ▪ Access to water is necessary for life and thus the fulfilment of all other rights. Human right entitles everyone to safe, sufficient, acceptable, affordable and physically accessible water for personal and domestic uses.	The company's activities can impact on access to water if pollution and over-use of local water supplies significantly interfere with people's enjoyment of access to water. The company can have a positive impact on rights with respect to water through initiatives aimed at improving the accessibility and quality of water for local communities.							
Use of chemical substance in the operation, pollution controlling, waste management	▪ Right to health ▪ Right to an adequate standard of living	Emissions to air include pollutants (e.g. volatile organic compounds (VOCs), sulphur oxides (SOx), nitrogen oxides (NOx), etc.), which are emitted directly by the company activities can cause environmental and health impacts.							
The process of producing upstream materials into downstream materials, such as plastic beads and synthetic rubber. These materials then will be produced for end products and sell to customers.	▪ Right to consumer ▪ Right to health and security of consumer and customer	The company should anticipate potential risks of their provisional products and service to avoid harm or danger. As all risks cannot be foreseen or eliminated, measures to protect safety should include mechanisms for product withdrawal and recall.							
The plant's operation is driven by vapour and electricity which is generated by natural gas.	▪ Right to access to energy ▪ Right to consumer ▪ Right to health and security of consumer and customer	Although major company's activities are not the main hindrance to access to energy, company's overconsumption of energy can impact access to energy of indigenous people. However, company can provide positive impact for community in some cases through community development projects.							
Unsafe workplace	▪ Right to work ▪ Right to liberty and security	The company's activities and products can impact on the right to health of employees, and are expected to ensure that their							

Activity	Human Rights Issue/ Relevant Standards	Description of Impact	Receptors					Comment	Control
			vulnerable groups	Local community	Contracted labor	Customer	Employee		
		operations and products do not impact on the right to health of people such as employees and workers.							

5.3.2 Data Collection and Baseline Development

The baseline provides an understanding of the existing human rights environment. It is against this description that the likely impacts (or changes) will be accessed and monitored over time. Table 5.2 provides a description of what information should appear in the baseline.

Table 5.2   Examples of detailed situation related to human rights for the baseline

Section	Description
Existing country situation	A description of the existing human rights situation within the country of operation should be included. This includes previous allegations of human rights violations as well as conflict-affected areas, zones of weak governance and/ or areas where human rights commitments are poorly implemented. This will help to better understand the complexity of the operating environment and the areas where complicity could occur.
Regulatory framework	The baseline should include a description of the human rights regulatory framework within the country. This includes the human rights conventions to which the country is a signatory.
Local communities	The baseline should include a description of the local community (or communities) that may be impacted by the project. This should include a brief overview of: • Key demographics (e.g. population size, presence of vulnerable or disadvantaged groups, ethnicity, religion); • Community infrastructure and services (e.g. access to water and sanitation, health care services); • Livelihood indicators (e.g. unemployment rates, income levels, industries of employment); and • Landownerships arrangement, particularly if involuntary resettlement is likely to occur. In addition, the description of local communities should include an overview of stakeholder perceptions of the project and concerns regarding their human rights.

Section	Description
Cultural context	The baseline should include a description of cultural values, including tangible and non-tangible values, located within the project area. This includes the groups that use these values that exist.
Legacy issues	In a number of countries, the business community has been subject to allegations of human rights violations. These legacy issues should be identified in the baseline. This will help IRPC not repeat the mistakes of other operators.

Typically, baseline data is collected in a two-phased approach. This includes:

- Phase 1: Desktop review of secondary data (i.e. publically available information). This includes reports generated by government and non-governmental organisations (*Box 5.1*).

- Phase 2: Collection of primary data.

BOX 5.1 BASELINE DATA SOURCES

Applicable sources of information include reports generated by reputable non-governmental organisations, such as Human Rights Watch, Amnesty International and the United Nations Human Rights Council, as well as government agencies.

For example, the United Nations has appointed a Special Rapporteur on the Human Rights Situation in several countries. As part of his role, the Special Rapporteur produces regular status reports on several countries; these reports will contain a host of relevant data that should be included in the baseline.

5.3.3 Analysing Impacts

The assessment of the predicted impacts will need to include consideration of the following types of impacts:

- Impacts that may be experienced by local community members as a result of the project. Particular consideration should be given to disadvantaged and vulnerable stakeholders – e.g. the poor, women headed households, Indigenous Peoples;

- Impacts that may be experienced by the project's workforce;

- Impacts that may arise through the project's supply chain. This will help to reduce the potential for IRPC to be complicit in a human rights violation (*Box 5.2*).

- Impact associated with the employment and/ or contracting of security forces.

BOX 5.2 DEFINING COMPLICITY

There are three forms of complicity that need to be addressed during the HRIA. This includes:

- Direct complicity: This occurs when a business assists another organisation or individual in perpetrating a human rights violation. For example, a company donates equipment to state security forces when the company knows (or should have known) that the equipment could be used to violate human rights.

- Beneficial complicity: This occurs when a business directly benefits from a human rights abuse committed by another organisation or individual. For example, state security forces may use disproportionate force in protecting a company's interest.

- Silent complicity: This occurs when a company fails to challenge systematic human rights violations regardless of whether these violations relate to its business. For example, a business may chose not to engage with the local (or host) government about its human rights performance.

Source: United Nations Global Compact

The level of impact will be assessed against the human rights risk rating scale *(Figure 5.3)*. For impacts which contains medium to extreme level of impacts, project team must develop management measures to control these impacts (refer to next step). Refer to the risk rating scale of human rights risk assessment for description of different levels of impact and likelihood.
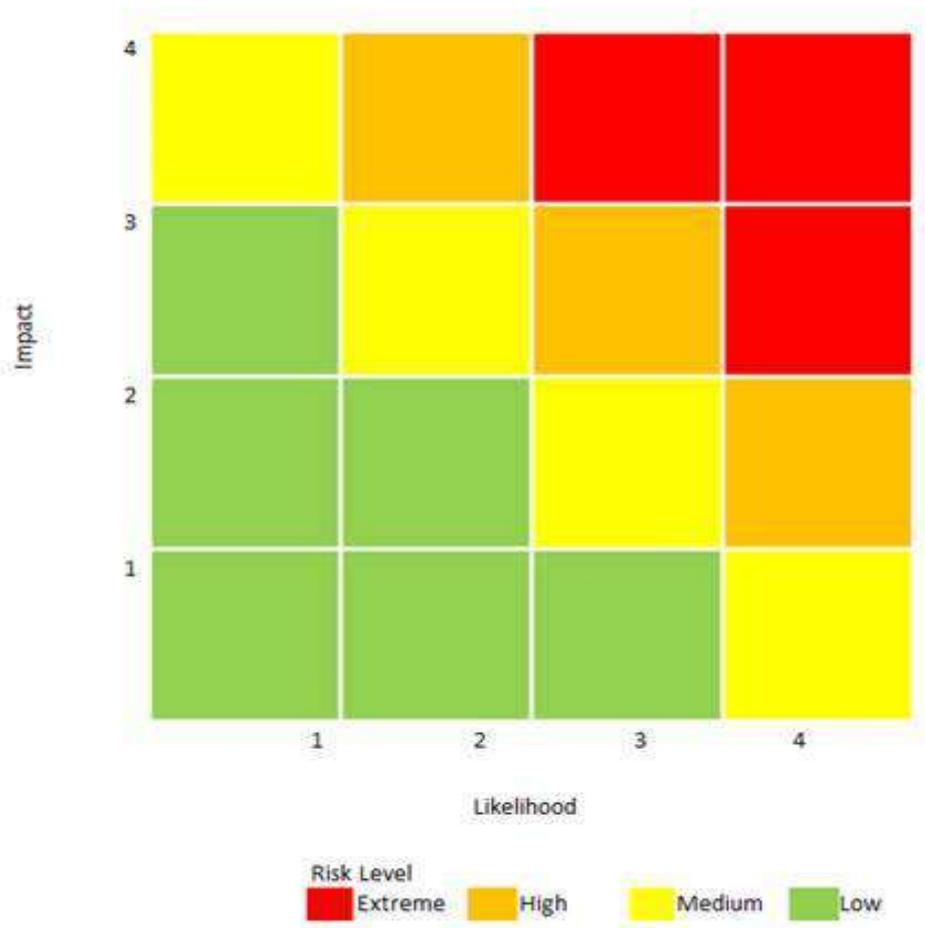
Figure 5.3 Human Rights Risk Assessment

Level of impact and likelihood criteria can be divided as followings;

Impact Level and Description of Impacts:
Critical (4)   - Human rights impacts affect a larger scale or targeted at particular population groups (gross human rights abuse) beyond the scope of the operational area   - Operation is unable to control or remediate human rights impacts to restore the ability of an individual to enjoy his or her human rights   - Impacts/situations of human rights abuses require the involvement of independent, trusted expert advice from outside in helping it reach decisions that are credible and seen by others as credible together with the operation
Major (3)   - Operation is knowingly providing practical assistance or encouragement that has a substantial effect on the commission of human rights violation (Legal Complicity)   - Human rights of stakeholders are violated by the operation and value chains   - Operation has disputes over human rights related concerns with vulnerable individuals/groups within the operational areas
Moderate (2)   - Operation is seen to benefit from abuses committed by other (Non-legal Complicity)   - Business fails to provide response to or communication on the human rights related concerns raised by internal or external individuals or groups
Minor (1)   Potential impacts of human rights related concerns raised by internal or external individuals or groups are resolved/prevented by the operational level grievance mechanism
Likelihood Level and Description of Likelihood:
- Likely (4): The event has occurred in the operation several times per year (>25%)   - Possible (3): The event occurred in the operation several times (10-25%)   - Infrequent (2): The event rarely occur in the operation, but possible to occur (1-10%)   - Rare (1): The event occurred several times in the industry of the operation but unlikely to happen in the operation (<1%)

5.3.4   Impact Mitigation and Management

Once the impacts have been assessed, management measures (also referred to as controls) will need to be selected. The focus should be on mitigating the potential negative impacts to as low as reasonably practicable and enhancing the potential positive impacts. The

development for management measures is applied to projects which have been assessed to have medium to extreme level of human rights impacts. *Box 5.3* provides a list of example management measures that have been successfully used within the exploration and production sector. Once the management measures have been identified, the impacts should be re-assessed. This is referred to as the residual impact.

BOX 5.3 MANAGEMENT MEASURES

IRPC has established a host of internal operating methodology that guide day-to-day management of an operation. These will form a key part of the overall management system. However, additional management measures are often required. Examples of management measures commonly employed include:

- Establishment of a memorandum of understanding with the local police or security force. An MOU helps set out the expectations in instances where the local police or security force becomes involved in managing a protest or other form of community at an operation. This will help reduce the potential for IRPC to be complicit in the human rights violations;

- Preparation of a chance find methodology. This type of methodology can help minimise the potential impacts on cultural heritage values during construction and operation;

- Development of a code of conduct and training for staff, including contractors. This will help to ensure that all staff of aware of their obligations when interacting with local community members as well as aware of their rights as workers; and

- Establishment of a rigours procurement process that includes ongoing monitoring. This will help minimise the potential for IRPC to be complicit in a human rights violation.

5.3.5   Reporting and Evaluation

The structure and content of the HRIA report should include, as a minimum, the following components:

Executive summary	The executive summary should provide a concise description of the key findings of the HRIA study.
Introduction	The introduction should provide an overview of the project and the HRIA study.
Project description	The project description should detail the project activities that are likely to contribute or give rise to human rights impacts.
Methodology	The methodology applied to assessing the potential human rights impacts should be clearly defined.
Baseline	The baseline should succinctly describe the current human rights environment.
Impact assessment	This should include a description of the scoping matrix as well as the outcomes of the impact assessment.
Management measures	The report should include the management measures that will be implemented to minimise the potential impacts.
Monitoring program	A monitoring program should be included to ensure that the potential impacts and management measures are monitored over time.

For any changes related to human rights issues for developing a new operating unit or changing in details of existing projects, the SMO will report to the PPT Sustainability Management or the Sustainability Alignment Committee (SAC) to consider and revise the Human Rights Risk Register, as *Table 5.3* below.

Table 5.3   Example of Human Rights Risk Register

1.Activity	2.Human Rights issue	3.Description of Impact	4.Human Rights risks	5. Human Rights Standard	6.Prevention and Mitigation Measure	7.Remained risks	8.Additional measure
Security Management							
Employment of security personnel to manage any security issues.	Disproportionate force Exceptional punishment when community protest or other forms of resistance International law violation Complicity in Human Rights issues	There is potential for IRPC security forces to use disproportionate force when responding to community or employee protests (or other expressions of community outcry). For example, there is potential for a protest to escalate into violence and for security forces to respond in a way that is results in the exercise of disproportionate force. There is potential for IRPC to be complicit in a human rights violation - i.e. guilty by association - when state security forces or local police forces get involved in a project related issues or incident. The result, in some cases, has been wide-spread media attention and reputational	Impact: 3 Likelihood: 3 Risk level: High	Right to liberty and security Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment Right to freedom of assembly (including freedom from arbitrary arrest, detention or exile) Right of detained persons to humane treatment and receive effective remedy	Code of conduct of security personnel (and impact of Human Rights abuse) Security Management trainings Audit effectiveness of security personnel		

1.Activity	2.Human Rights issue	3.Description of Impact	4.Human Rights risks	5. Human Rights Standard	6.Prevention and Mitigation Measure	7.Remained risks	8.Additional measure
		damage.					

6   REFERENCES

International Finance Corporation. 2010. Guide to Human Rights Impact Assessment and Management. Published by the International Business Leaders Forum and the International Finance Corporation in association with the United Nations Global Compact.

International Petroleum Industry Environmental Conservation Association. 2013. Integrating Human Rights into Environment, Social and Health Impact Assessments: A Practical Guide for the Oil and Gas Industry.

Table 6.1 describes information sources for development of the HRIA methodology and supported data (as normative References of human rights risk and impact assessment). The SMO and relevant offices should be aware of human rights issues, situations, standard, and law and regulation which could affect to human rights risks in business operation and impact on relevant stakeholders.

Table 6.1 Normative Reference

Normative Reference	Hyperlink	Description
International Bill of Human Rights	http://www.ohchr.org/Documents/Publications/Compilation1.1en.pdf	International Bill of Human Rights consists of: • Universal Declaration of Human Rights 1948 as the fundamental human rights framework • International Covenant on Civil and Political Rights 1966 states to Civil and Political Rights such as the right to life, the right to freedom of thought, conscience and religion, the right to freedom of association, etc. • International Covenant

Normative Reference	Hyperlink	Description
		on Economic, Social and Cultural Rights (ICESCR) 1966 aims to ensure the protection of economic, social and cultural rights; such as, the equal right of men and women, the right to work, the right to an adequate standard of living, etc.
International Labour Organisation: ILO	http://www.ilo.org/declaration/lang--en/index.htm	International Labour Organisation (ILO) aims to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. The ILO Declaration on Fundamental Principles and Rights at Work consists of principles and rights in four categories, whether or not they have ratified the relevant Conventions: • Freedom of association and the effective recognition of the right to collective bargaining; • The elimination of forced or compulsory labour; • The abolition of child labour; and • The elimination of discrimination in respect of employment and occupation
Business & Human Rights Resource Center	http://business-humanrights.org/en/regions-	Business & Human Rights Resource Center is the

Normative Reference	Hyperlink	Description
	countries	knowledge hub that tracks human rights policy and performance of various global industries. However, the Business & Human Rights Resource Center still lacks overview of crucial human rights issues in each country. Business & Human Rights Resource Center commits to represent fairly all sides of debates on business and human rights issues, including highlighting good practice as well as criticisms of companies' impacts which are advocated by civil society organizations, media agencies, companies and governments.
	http://business-humanrights.org/en/sectors	Business & Human Rights Resource Center presents case studies and human rights data which are link to various business sectors.
International Finance Corporation (IFC)	http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/guide+to+human+rights+impact+assessment+and+management/guide+to+hriam/tools+and+tables/hriam+table/hriam++table	International Finance Corporation (IFC) provides a principle-based framework, best practices, resources and networking events related to human rights. IFC presents a linkage among human rights with business risks, impacts and opportunities; which can be used as a human rights identification manual in individual level in operating areas. Moreover, the manual

Normative Reference	Hyperlink	Description
		also presents: - Identification of actual or potential human rights risks - Assessment of actual or potential human rights impact - Application of human rights assessment results to companies' management
Office of the High Commissioner for Human Rights (OHCHR)	http://www.ohchr.org/EN/Countries/Pages/HumanRightsintheWorld.aspx	Office of the High Commissioner for Human Rights (OHCHR) represents the world's commitment to universal ideals of human dignity. Human rights reporting, such as concluding observations, are provided specific recommendations of human rights to country members of United Nation (UN).
United Nations Environment Programme Finance Initiative (UNEP FI)	http://unepfi.org/humanrightstoolkit	UNEP FI develops the Human Rights Guidance Tool for the Financial Sector. Financial institutions applies the tool to identify potential human rights risk in lending operations, assess the materiality of the human right risk and identify possible risk mitigants. The UNEP FI Human Rights Guidance Tool presents human rights risk in each sector; for example, Oil & Gas sector and chemical sector; varied to materiality

Normative Reference	Hyperlink	Description
		of the human rights risk (e.g. Occupational health & safety practices, supply chain, community, society and government). It supports companies to identify human rights risk in operating level.
World Report by Human Rights Watch	https://www.hrw.org	Human Rights Watch is a non-profit/ non-governmental human rights organization which is known for its accurate fact-finding, impartial reporting, effective use of media, and targeted advocacy, often in partnership with local human rights groups. The organization has published the World Report which is assessed the human rights risks and impacts in a country worldwide. The Report aims to promote civil and political rights rather than social, economic and cultural risks.