

IMPLEMENTING THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS IN THE MARITIME SECTOR

- WHAT A BUSINESS NEEDS TO KNOW

KEY QUESTIONS TO ASK:

- Do we understand what the UNGPs are and why their integration and implementation will benefit our business?
- Do we have the relevant professional expertise to advise our senior management team and Board correctly?
- Do we have a policy commitment to implementing the UNGPs?
- Do we have a set of core corporate principles and values that uphold the UNGPs and specifically the second pillar of 'Respect' as a matter of agreed company policy?
- Do we have internal implementing guidelines across the business for the UNGPs and reflecting core values of transparency, accountability and effective remedy?
- Do we have a developed internal compliance system to educate about, pro-actively identify and limit any potential human rights abuses?
- Do we have a reporting mechanism and system for the publication of 'lessons identified' and 'lessons learned' which can be shared both internally and externally?
- Do we have an implementation policy for awareness about, and the correct use of Human Rights Impact Assessments (HRIAs)?
- Do we have a policy commitment to implementing HRIAs?
- Do we integrate HRIAs in to all our commercial contracts as part of our standard terms and conditions for new and existing business within our supply chain?
- Do we have an established policy and process to effectively assess human rights impacts, for example through human rights due diligence procedures, including company risk assessments, HRIAs, or integrated assessments?
- Do we have employees trained in human rights and what they mean for the business, our delivery and our market function?
- Do we have a company stakeholder engagement plan and are both internal and external stakeholders consulted on our human rights policies and procedures?
- Do we have an operational level and effective independently reviewed grievance mechanism in place where our employees and other affected stakeholders can lodge grievances?
- Do we have independent and qualified external assessors to undertake periodic reviews and health-checks of our UNGP implementation reporting to the senior management team and Board?

BACKGROUND

Human Rights at Sea was established in April 2014. It was founded as an initiative to explore issues of maritime human rights development, review associated policies and legislation, and to undertake independent investigation of abuses at sea. It rapidly grew beyond all expectations and for reasons of governance it became a registered charity under the UK Charity Commission in 2015.

Today, the charity is an established, regulated and independent registered non-profit organisation based on the south coast of the United Kingdom. It undertakes **research, investigation** and **advocacy** specifically for human rights issues in the maritime environment, including contributing to support for the human element that underpins the global maritime and fishing industries.

The charity works internationally with all individuals, commercial and maritime community organisations that have similar objectives as ourselves, including all the principal maritime welfare organisations.

OUR MISSION

To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.



KEEP IN CONTACT



We welcome any questions, comments or suggestions. Please send your feedback to:
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www.humanrightsatsea.org



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