

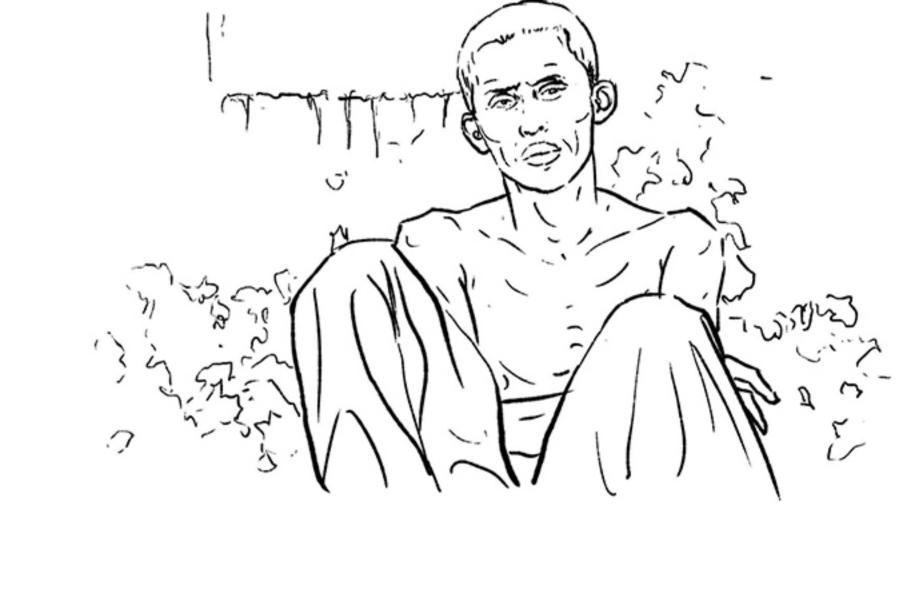
HUMAN RIGHTS AT SEA

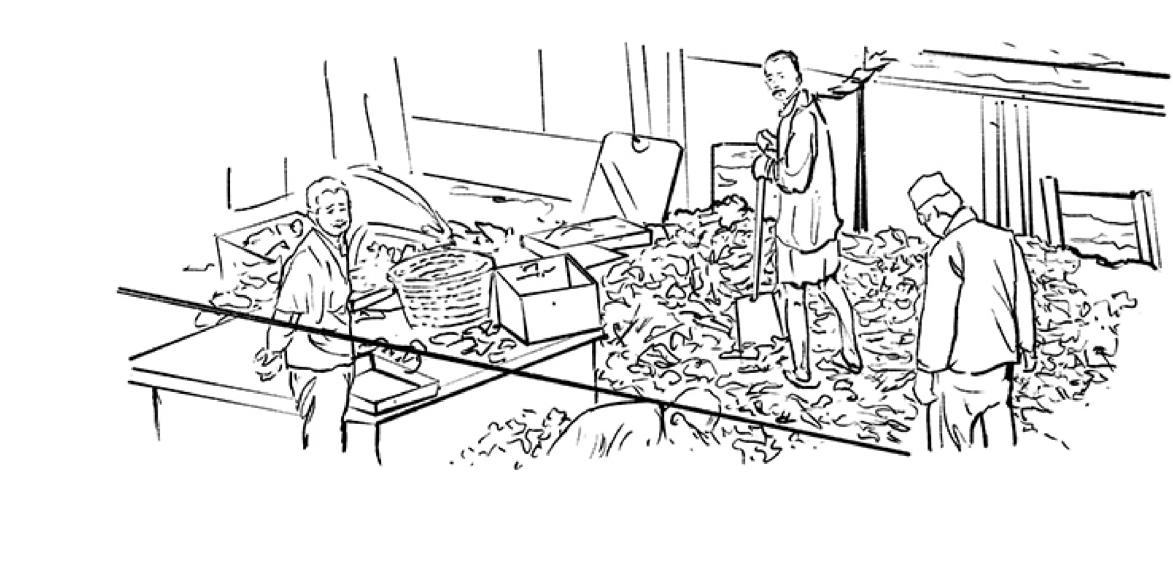
Business and Human Rights in the Maritime Environment Part III

What kind of risks to human rights issues are there in the maritime environment?

Businesses can abuse human rights in a number of ways. In the maritime environment this can include:

Forced labour and slavery. This occurs when a person has been trafficked into a crewing position without any contractual agreement and the protections that come with it.



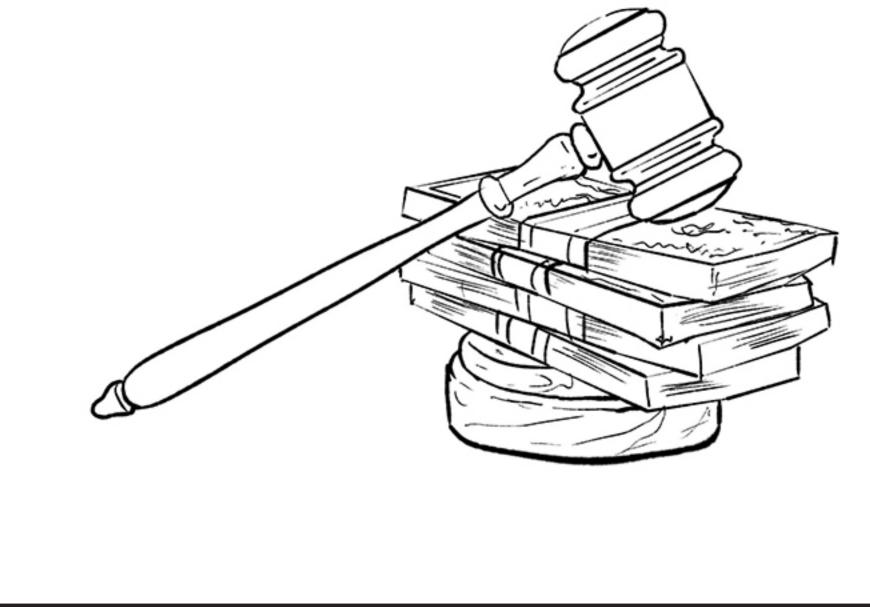


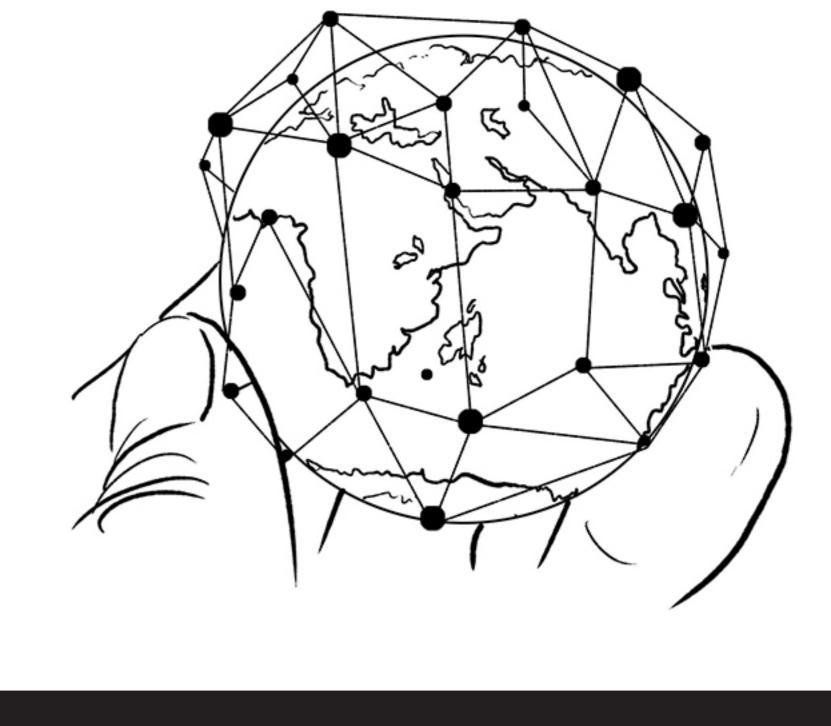
Another way these abuses can occur is through poor or inhumane working conditions, such as dismantling vessels under hazardous conditions, poor pay or physical abuse.

What are the associated commercial risks when human rights aluses occur?

If a business is abusing the human rights of its employees, there are a multitude of risks. These include:

The closing of the work premises, legal fines, unnecessary costs and finally, can damage the reputation of the business; this can have the biggest impact on revenue and brand value.





What are some of the benefits of implementing the Guiding Principles?

help attract investments and improve reputation. It can reduce costs arising from fewer adverse human rights impacts and improve supply chain risk management.

Implementing the Guiding Principles into a business will



Here is some information on how to apply the guiding principles to a business.

operations and their suppliers.

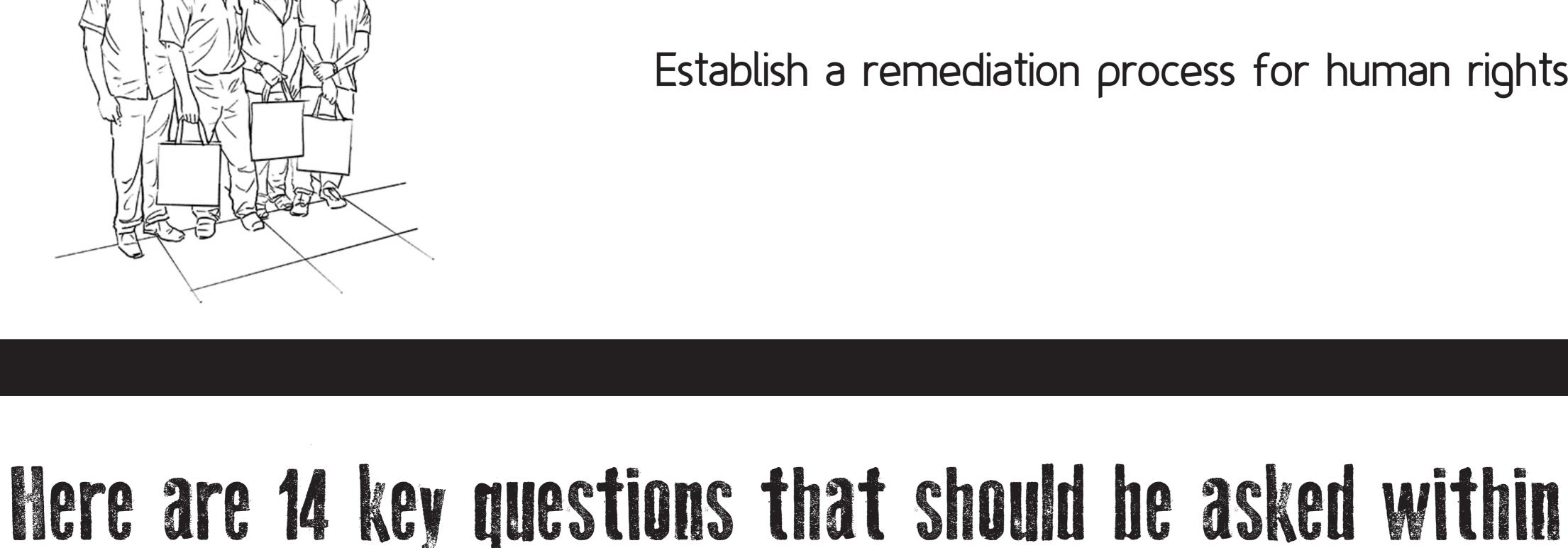
Businesses should include human rights awareness and

protections in their policies, this will regulate their



Human Rights

Use management systems to measure levels of internal



any potential human rights abuses?

and our market function?

in,

for new and existing business within our supply chain?

correctly?

awareness and commitment to human rights.

Establish a remediation process for human rights grievances.

1. Do we understand what the Guiding Principles are and why their integration and implementation will benefit our business?

vour dusiness

3. Do we have a policy commitment to implementing the Guiding Principles?

4. Do we have a set of core corporate principles and values that uphold the Guiding Principles and

2. Do we have the relevant professional expertise to advise our senior management team and Board

- specifically the second pillar of 'Respect' as a matter of agreed company policy?
- 6. Do we have a developed internal compliance system to educate about, pro-actively identify and limit

reflecting core values of transparency, accountability and effective remedy?

5. Do we have internal implementing guidelines across the business for the Guiding Principles and

- 7. 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?
- Impact Assessments?

9. Do we integrate HRIAs in to all our commercial contracts as part of our standard terms and conditions

8. Do we have an implementation policy for awareness about, and the correct use of Human Rights

- 10. 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? 11. Do we have employees trained in human rights and what they mean for the business, our delivery
- 12. Do we have a company stakeholder engagement plan and are both internal and external stakeholders consulted on our human rights policies and procedures?
- 13. Do we have an operational level and effective independently reviewed grievance mechanism in place where our employees and other affected stakeholders can lodge grievances?
- 14. Do we have independent and qualified external assessors to undertake periodic reviews and healthchecks of our Guiding Principles implementation reporting to the senior management team and Board?
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