

HUMAN RIGHTS WORKING GROUP



Responsible Investment
Association Australasia



Meeting #1 2023 Post Meeting Papers

Via Zoom – 23 February 2023, 12:00pm to 1:30pm AEST / 2.00pm to 3:30pm NZST

Contents

Meeting minutes

Action Register

Attendees

Attachments

- 1) Meeting Slide Deck
- 2) TIFD Presentation Slides
- 3) StockWatch Report

Minutes

Item	Action
1. Welcome - Måns Carlsson (Chair, Ausbil) <ul style="list-style-type: none">• Welcome and introduction of new members• Acknowledgement of Country• Motion to adopt Minutes from last meeting: Måns Carlsson (Chair, Ausbil)<ul style="list-style-type: none">○ Motion carried: Kate Turner, First Sentier○ Motion seconded: Timothy Stamp, Mercer	
2. Special presentation and Q&A: Task Force on Inequality-Related Financial Disclosures Joanne Bauer and Paul Rissman, Co-founders of Rights CoLab. <ul style="list-style-type: none">• The TIFD framework has the aim of supporting policy makers, regulators and investors in measuring and managing systemic social risk. TIFD will allow companies and investors to report on their impacts on socio-economic inequality and how socio-economic inequality impacts those companies and investors.• The Global TIFD Ally Coalition has involved actively onboarding, engaging in inclusive growth, speaking to investors in the private sector such as the World Business Council of Sustainable Development and other business groups who have had a particular interest in a similar kind of framework. Additional information here.• To learn about the work of Rights CoLab on Diversity, Equity and Inclusion see here	<p>For more information, please contact Joanne Bauer & Paul Rissman (Rights CoLab)</p> <p>To be involved in an Australia & New Zealand TIFD Consultation Group, please contact Antonia Bowlen (RIAA)</p>
3. Industry Updates	For more

StockWatch Report (Phil Sloane, ISS ESG) <ul style="list-style-type: none"> Presentation summarising the cases covered in the StockWatch Report produced for this Human Rights Working Group meeting. Find StockWatch Report attached for more information. Human Rights Due Diligence Reporting (Freya Dinshaw, Human Rights Law Centre) <ul style="list-style-type: none"> Transition towards mandatory human rights and due diligence is growing rapidly. The Modern Slavery Act needs to go beyond reporting and incorporate provisions of due diligence. It is recommended that the Act takes reasonable steps to prevent Modern Slavery by making companies liable if Modern Slavery is identified at their company or in their supply chains. 	information, please contact Phil Sloane (ISS ESG) For more information, please contact Freya Dinshaw (HRLC)
4. Subgroup Updates Human Rights and Conflict (Kate Tuner, First Sentier) <ul style="list-style-type: none"> The subgroup are developing a toolkit for investors to aid with identifying risks for companies linked to armed conflict. Addressing these risks is threefold – being proactive and understanding that conflict does not occur overnight, the practical steps that investors can take prior to conflict, and how investors can address the risks once conflict is underway. Modern Slavery Policy & Advocacy (Måns Carlsson, Ausbil) <ul style="list-style-type: none"> RIAA Human Rights Working Group submission to the Australian Government's Review of the Modern Slavery Act can be found here. 	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)
5. Other Business and Updates RI Australia Conference (Min Wah Voon, RIAA) <ul style="list-style-type: none"> There will be two designated Human Rights panels at the upcoming RI Australia 2023 Conference. Register here HRWG Workplan FY23 (Min Wah Voon, RIAA) <ul style="list-style-type: none"> Shared the current HRWG Workplan for the period FY23-25 Call-out for subgroup lead for Big Tech & Human Rights subgroup Polling of members in attendance on their experience and engagement within the Working Group 	For more information, please contact Min Wah Voon (RIAA)
6. Closing remarks - Måns Carlsson (Chair, Ausbil) Next Meeting – 1 June 2023 – register here	Register

Action Register

Ref	Action	Delegation	Status
New			
8/23	Register here for the next meeting	All	Pending
7/23	Register for RI Australia Conference 2023 here	All	Pending
6/23	For more information, please contact Joanne Bauer & Paul Rissman (Rights CoLab)	All	Pending
5/23	To be involved in an Australia & New Zealand TIFD Consultation Group, please contact Antonia Bowlen (RIAA)	All	Pending
4/23	For more information about the StockWatch Report, please contact Phil Sloane (ISS ESG)	All	Pending
3/23	For more information about Human Rights Due Diligence Reporting, please contact Freya Dinshaw (HRLC)	All	Pending
2/23	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)	All	Pending
1/23	For more information about HRWG Workplan, please contact Min Wah	All	Pending

	Voon (RIAA)		
Previous			
40/22	Register here for the next meeting	All	Complete
39/22	Register for RI Conference 2023 here	All	Ongoing
38/22	Engage with eSafety's investor resources here	All	Ongoing
37/22	Engage with eSafetys' research on human rights here	All	Ongoing
36/22	To express interest in joining the Big Tech Subgroup, please contact Antonia Bowlen (RIAA)	All	Ongoing
35/22	For more information on the Big Tech, please contact Daniel Child (eSafety)	All	Ongoing
34/22	To engage with the Human Rights & Conflict subgroup, please contact Kate Turner (First Sentier Investors)	All	Ongoing
33/22	To engage with the Modern Slavery & Advocacy subgroup, please contact Måns Carlsson (Ausbil)	All	Ongoing
32/22	To view or sign on to RIAA's Joint Investor Statement on the Modern Slavery Act, please contact Måns Carlsson (Ausbil) and Antonia Bowlen (RIAA)	All	Complete
31/22	To suggest topics for HRWG in 2023, please contact Min Wah Voon (RIAA)	All	Complete
30/22	Read Member Musing here	All	Ongoing
29/22	Suggest speakers and topics for the RI Conference by contacting Estelle Parker (RIAA)	All	Complete
28/22	participate anonymously in PhD survey, please contact April Klineberg	All	Complete
27/22	Register here for the next meeting	All	Complete
26/22	Members can engage in the consultation with the MSA. Read the issues paper here	All	Complete
25/22	Get in touch with Min Wah Voon (RIAA) regarding research and updates	All	Ongoing
24/22	For more information on ShareAction's new health programme , get in touch with Louisa Hughes or explore here	All	Ongoing
23/22	Register here for the ATNI online webinar event on the 11 October	All	Complete
22/22	Engage with the government-funded survey on the effectiveness of Australia's MSA 2018	All	Complete
21/22	For more information on the Stockwatch Report, please contact Clare Bartram (ISS ESG)	All	Complete
20/22	Members are encouraged view KPMG & RIAA's landmark Human Rights and Climate Change Report . Members should consider future WG action on this topic for the next meeting.	All	Ongoing
19/22	Register for the next meeting here .	All	Complete
18/22	For more information on research and updates, get in touch with Min Wah Voon (RIAA)	All	Ongoing
17/22	For more information on the FY23 Workplan, get in touch with Min Wah Voon (RIAA)	All	Ongoing
16/22	Members interested in discussing Aotearoa NZ Modern Slavery Legislation, please get in touch with Min Wah Voon (RIAA)	All	Ongoing
15/22	For more information on research and updates, get in touch with Min Min Wah Voon (RIAA) to join subgroup	All	Ongoing
14/22	For more information on StockWatch, please contact Clare Bartram (ISS ESG)	All	Complete
13/22	Members are encouraged to contact Jonathan Kolieb and Fauve Kurnadi regarding the Special Presentation.	All	Complete

Attendees (61)

	First Name	Last Name	Company
1	Abi	Singham	Commbank
2	Ada	Tso	RIAA
3	Alice	Jones	Devon Funds Management
4	Amelia	Slaytor	Liverpool Partners
5	Amy	Krizanovic	Magellan Asset Management
6	Andrea	McKay	Ethical Investment Services Pty Ltd
7	Anita	Stanley	Macquarie
8	Anson	Chan	RIAA
9	Antonia	Bowlen	RIAA
10	Ash	Minshull	Crescent Capital Partners
11	Ashley	Kopczynski	Ifminvestors
12	Bridgette	McDonald	Pamoda Consult
13	Briony	Doyle Galovic	RIAA
14	Deborah	Cotton	UTS Business School
15	Desiree	Lucchese	U Ethical
16	Els	Termaat	Loftus Peak Pty Limited
17	Emma	Pringle	Maple-Brown Abbott Limited
18	Erik	Zhang	MSCI ESG Research (Australia) Pty Limited
19	Estelle	Parker	RIAA
20	Freya	Dinshaw	Human Rights Law Centre
21	Frida	Panayi	Metrics Credit Partners
22	Graeme	Barry	Australian Retirement Trust
23	Hiroka	McGregor	IFM Investors
24	Iona	Richardson	T. Rowe Price
25	Isabella	Marotta	RIAA
26	Isabelle	Forday	Bendigo & Adelaide Bank
27	Jackie	Radisich	Future Super
28	Joanne	Bauer	Rights CoLab
29	Johannah	Dods	Accident Compensation Corporation
30	Jonathon	Ross	T Rowe Price Australia
31	Kaitlin	Priestley	Pinnacle Investment Management Group
32	Kate	Turner	First Sentier Investors
33	Kaylene	Oneill	NAB
34	Kirsten	Laurendet	N/A
35	Kutlu	Karayol	Self Employed
36	Lauren	Maccheroni	Macquarie Asset Management Holdings Pty Limited
37	Lisa	Domagala	Solaris Investment Management Limited
38	Louise	Bradshaw	Aware Super
39	Madeleine	Huynh	Perennial
40	Mans	Carlsson	Ausbil Investment Management Limited
41	Manuela	Corredor Vasquez	Rights CoLab
42	Mark	Lyster	Lyster & Associates
43	Min Wah	Voon	RIAA
44	Natalia	Tsurkova	RIAA
45	Natalie	Tam	abrdn
46	Nga	Pham	Monash Centre for Financial Studies, Monash Univer
47	Nick	Tranotis	CareSuper
48	Olivia	Webster	Australianethical
49	Paul	Rissman	Rights CoLab
50	Phil	Sloane	ISS ESG
51	Pooja	Shirangi	Cbussuper
52	Priya	Patel	Frontier
53	Rachel	Phillips	JP Morgan
54	Sarah	Hill	HESTA

55	Stephanie	Hukins	Schroders
56	Sue Lyn	Stubbs	Fidelity International
57	Susan	Quinn	RIAA
58	Suzanne	Ballard	KPMG
59	Tara	Lee	BlackRock
60	Timothy	Stamp	Mercer Australia
61	Venn	Purnell	Active Super

RIAA member Human Rights Working Group Meeting #1

Thursday 23 February



Responsible Investment
Association Australasia



Human Rights Working Group Meeting #1



Måns Carlsson OAM, Head of ESG at Ausbil
Investment Management Limited, RIAA Board
Member and Chair of RIAA's HRWG

Purpose

The HRWG is a forum for members to:

- exchange information and resources
- update on members' activity
- collaborate on policy and research, implementation and advocacy opportunities on matters relating to human rights relevant to investors, researchers and advisers.

All this is aimed at building members' understanding and capabilities for assessing and respecting human rights, mitigating risks in investment and strengthening the companies in which funds are invested.

RIAA Working Group – Principles

- Confidentiality
- No self-promotion
- Declaration of conflicts of interest
- Representation
- Collaboration between members
- Positive change in practice / policy
- Not engage in or discuss competitively sensitive information
- Apolitical

Special Presentation: Taskforce for Inequality-Related Financial Disclosures



Joanne Bauer, Co-founder at Rights CoLab



JPaul Rissman, Co-founder at Rights CoLab

Updates

- StockWatch Report (Phil Sloane, ISS ESG)
- Human Rights Due Diligence Reporting (Freya Dinshaw, Human Rights Law Centre)

Subgroup Updates

- Human Rights and Conflict (Kate Turner, First Sentier)
- Modern Slavery Policy & Advocacy (Måns Carlsson, Ausbil)

RI Australia 2023 Conference – Human Rights Panels

So Meta – Tech And Human Rights: Riaa's Human Rights Working Group

Plenary session - 11th May 11:10am – 11.55am AEST

From data breaches to online abuse, human-centred AI and digital rights, the nexus of digital technology and human rights is vast and challenging. Hear from industry and human rights experts on what investors can and must do to help shape digital technology and spaces that respect human rights and promote equity and justice.



Julie Inman Grant
eSafety Commissioner at
Australian Government



Lee Hickin
National Chief Technology
Officer at Microsoft ANZ



Min Wah Voon
Head of Working Groups at
RIAA

Ukraine, Myanmar And Beyond – What Investors Can Do Before, During And After Armed Conflict

Breakout 1 session - 11th May 1.30pm – 2.10pm AEST

In a world where armed conflict remains pervasive, and the human toll devastating, investors must understand their related risks, responsibilities and legal obligations, and what they can do to help protect human rights. Join us for the launch and an exclusive briefing on 'Investors and Armed Conflict: A Guide', developed by RIAA's Human Rights Working Group in partnership with the Australian Red Cross. This resource lays out the key issues and frameworks for investors and companies to consider and is set to become an essential industry resource.



Mans Carlsson
Head of ESG at Ausbil
Investment Management
Limited



Kate Turner
Global Head of Responsible
Investment at First Sentier
Investors



Fauve Kurnadi
Legal Adviser - International
Humanitarian Law at Australian
Red Cross

Other Business & Updates

- Human Rights Working Group 2023 Workplan (Min Wah Voon, RIAA)
- Member Poll

Upcoming meetings

Nature Working Group, Wed 22 March - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

First Nations Peoples' Rights Working Group, Wed 24 May - 12pm – 1.30pm AEST / 2pm – 3.30pm NZST

Human Rights Working Group, Thurs 1 June - 12pm – 1.30pm AEST / 2pm – 3.30pm NZDT

View full list of [RIAA's events here](#).



Australia 2023

Scaling new heights in ESG and impact



Responsible Investment
Association Australasia

10 & 11 May | MCEC Melbourne



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Responsible Investment
Association Australasia

Co-Creating a



**Task Force on
Inequality-related
Financial
Disclosures**



Everyone should have the right to benefit from the Global Goals and influence solutions

An Introduction

What is TIFD?

The Task Force on Inequality-related Financial Disclosures (TIFD) is conceived as a systemic risk management framework that can reduce inequality created by the private sector.

- Supports policy makers, regulators, and investors in measuring and managing systemic social risk, as well as companies, civil society, labor advocates, other affected people, academics, and others
- Comparable to TCFD for climate and TNFD for nature, with pillars on Governance, Strategy, Risk Management, and Metrics & Targets
- Corrects the current fragmentation of existing social risk management disclosures as they relate to systemic risk, identifies and closes any gaps, and packages relevant aspects of them together with guidance into a decision-useful framework to measure and manage systemic social risk
- Synthesizes civil society and academic work on systemic social risk with corporate and investor disclosure and risk management frameworks, as well as further research, to ensure the framework:
 - Leverages work already done to date
 - Is evidence-based
- Co-created by diverse stakeholders with an inclusive governance structure, guided by a neutral facilitator specializing in systems change, design, and with relevant subject matter familiarity
 - Supports legitimacy and buy-in of the framework
 - Helps to avoid blind spots of any particular stakeholder or group
- Mechanisms for continuous review, improvement, transparency, and accountability

New Economic & Financial Thinking

Investors are shifting from prioritizing profits of individual companies ...

... to prioritizing the health of the global economy and human and natural systems



Despite institutional investors, regulators, and central bankers' awareness that extreme socio-economic inequality poses serious risks to market stability, they have little visibility into which private sector activities contribute to those risks, the tipping points at which they manifest in financial markets, and how to address them.

Systemic social risk is also preventing progress on climate solutions, contributing to an anti-ESG backlash, and polarization in general.

TIFD Theory of Change

Note: TIFD anticipates leveraging and contributing to (as practical) the ISSB/SASB, EFRAG/ESRS/GRI, TCFD, TNFD, and other frameworks.

POLICY MAKERS & REGULATORS



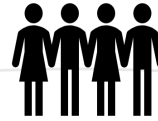
- 1) Improved information to govern, establish accountability frameworks, and incentivize better private sector practices
- 2) The needed support from stakeholders to mandate meaningful disclosures

ASSET OWNERS & ALLOCATORS

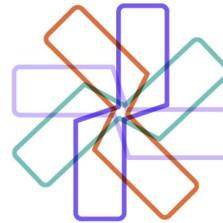


- 1) Improved understanding of systemic risks
- 2) Able to measure and manage new information for improved decision-making

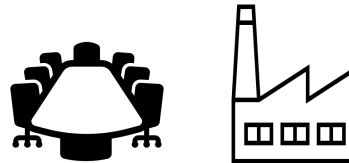
CIVIL SOCIETY



New information to hold the private sector accountable for reducing inequalities



ASSET MANAGERS & COMPANIES



New incentives and goals based on asset owners' improved goals

THE ECONOMY



A more equitable and stable system

Improved Disclosure Frameworks are Needed

Accounting for Feedback Loops

Identifying “inside-out” + “outside-in” risks, metrics, and guidance relevant to measuring and managing systemic social risk

Full Value Chain

Company- and investor-level reporting, accounting for activities, governance, and distributions of returns to all actors throughout the value chain

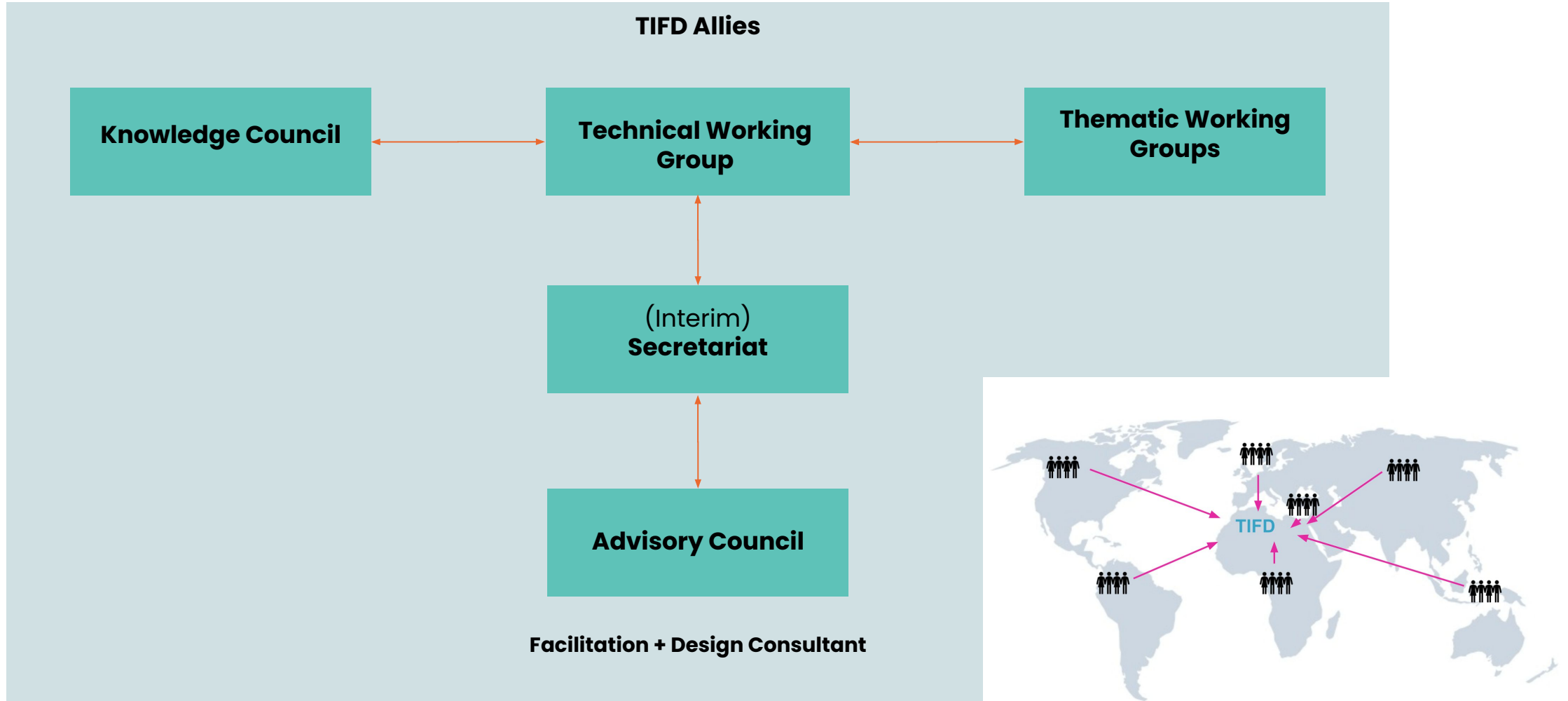
Context-based Targets & Goals

Guidance, targets and thresholds informed by planetary boundaries + human rights, as well as geographic nuance

Rights-based & Inclusive

Centering rights holders in a co-creation process that breaks through historical power imbalances in a collaborative and constructive forum, which can diffuse polarization and build bridges

TIFD Architecture



TIFD: High-level Timeline

2024

2025
Onward

Stakeholder Mapping & Engagement, Coalition-building, Outreach & Communications, Research

TIFD Framework Beta Version is released for consultation and piloting

Continuous monitoring, evaluation, and improvement of the TIFD Framework

TIFD: High-level Timeline

2023

2024

**2025
Onward**

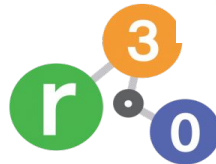
Stakeholder Mapping & Engagement, Coalition-building, Outreach & Communications, Research

Launch Technical Working Group(s) to develop the Conceptual Framework and inclusive Governance Structure
Convene Advisory Council
Launch Thematic Working Groups to map existing frameworks, identify gaps, and make recommendations for metrics, targets, and thresholds

TIFD Framework Beta Version is released for consultation and piloting

Continuous monitoring, evaluation, and improvement of the TIFD Framework

The Global TIFD Ally Coalition



For a complete and current list of Allies, visit
<https://thetifd.org/tifd-allies>





**Task Force on
Inequality-related
Financial
Disclosures**

Become a TIFD Ally!

Learn more at <https://thetifd.org/tifd-allies>

info@thetifd.org – **www.thetifd.org**

Recent human rights controversies

Rio Tinto Limited

In its October 2022 [Communities and Social Performance \(CSP\) Commitments Disclosure report](#), the company stated that they are working with the PKKP people and continue to remediate and protect the Juukan Gorge area and they have codesigned new ways to work together to strengthen heritage protection. In Rio Tinto's November 2022 [press release](#), the PKKP and Rio Tinto have agreed to create the Juukan Gorge Legacy Foundation to be led and controlled by Traditional Owners and Rio Tinto will provide the financial support to the foundation to support the cultural, social, educational and economic aspirations of the group and to support cultural and social projects including a new keeping place for important cultural materials. In communication with ISS ESG in January 2023, Rio Tinto highlighted that the rehabilitation works is still ongoing.

Energy Resources of Australia Ltd

The traditional owners of Kakadu National Park, the Mirarr people, have welcomed an amendment to the Atomic Energy Act 1953 which gives mining company Energy Resources of Australia (ERA) more time to rehabilitate the Ranger uranium mine. The costs and timeline of the rehabilitation have increased, with the latest assessment putting the bill at \$1.6-\$2.2 billion and a completion date of 2028 at the earliest. The amendment to the act allows ERA to continue to access the site until the clean-up is complete. Minister for Indigenous Australians Linda Burney will start negotiations on a new land access agreement with the Mirarr traditional owners. The rehabilitation could take decades and the cost is not yet known. The changes to the act only allow for rehabilitation at Ranger and no further mining is allowed. [[ABC News, 03/12/2022](#)]

Santos Ltd.

Santos has lost its appeal against a ruling that overturned approvals for its \$4.7bn Barossa offshore gas project in the Northern Territory. The Full Federal Court found the project's environmental approval was invalid and that Santos and the federal government regulator failed to ensure that traditional owners were properly consulted. The case has meant Santos' drill rig has been sitting idle since October. Santos has said it still plans to submit a fresh application and expects the project to go ahead. The project would involve piping gas past the Tiwi Islands to Darwin for export to South Korea and Japan. [[ABC News, 02/12/2022](#)]

Santos has been instructed to halt construction of its Barossa gas project pipeline until it assesses the impact on any underwater cultural heritage sites along the pipeline route that could have spiritual and cultural connections to Indigenous people. The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) found that some potential risks to Aboriginal cultural sites were not fully examined in the earlier environmental plan. Tiwi Islands traditional owners and environmental groups have welcomed the decision. Santos is facing delays as the company lost a legal battle against a clan of Tiwi Islands traditional owners who argued they were not properly consulted about plans to drill through their sea country. [[ABC, 25/01/2023](#)]

INSTITUTIONAL SHAREHOLDER SERVICES INC.

Level 5, 131 City Walk
Canberra ACT 2601
Australia

<https://www.issgovernance.com/esg/>

The National Native Title Tribunal has approved a \$3 billion gas development by Santos in northern New South Wales, allowing them to drill over 850 coal seam gas wells in the Pilliga Forest for the next 25 years. The decision was made after the tribunal determined that a group of Indigenous Australians who applied for native title of the Pilliga area failed to prove that the project would have grave and irreversible consequences for the Gomeroi people's culture, lands, waters, and would contribute to climate change. The decision was met with disappointment by the local Indigenous Gomeroi people, who plan to appeal the ruling. The company is required to implement provisions in the Aboriginal cultural heritage management plan before the next phase of the project and publish modelling of management plans for groundwater, biodiversity, and other environmental impacts. [\[AFR, 20/12/2022\]](#)

The Gomeroi people in New South Wales are calling for an overhaul of native title laws following the approval of the Narrabri Gas Project by the Native Title Tribunal. The project, declared critical state significant infrastructure by the NSW government, will see oil and gas company Santos drill 850 wells in and around the Pilliga region without the consent of the Gomeroi people. Protesters say the project risks contaminating crucial groundwater and want the government to transition to renewable energy instead. Gomeroi women, who traditionally hold the law over water, say the project flies in the face of thousands of years of culture. [\[ABC, 17/01/2023\]](#)

ISS ESG Report Identifies Corporate Controversies that Dominated the News in 2022

ISS ESG's Norm-Based Research team has recently produced a report titled "[Corporate Controversies That Defined 2022](#)". The report leverages [ESG Newsroom](#), ISS ESG's AI-supported news monitoring service that allows users to search, monitor, and filter large volumes of news articles related to ESG controversies that highlight a company's reputational risk. ISS ESG identified and tracked nearly 17,000 ESG controversies, reported by the media and stakeholders, linked to around 3,000 of over 17,000 monitored companies.

Key Takeaways in relation to Human Rights

- The largest share of the 17,000 individual corporate controversies, at nearly 18%, revolved around labour rights, with strike action, working conditions, and union rights as predominant themes.
- While the international community continues to reiterate the need for adequate remediation measures for controversies associated with the Xinjiang region of China, only a few issuers with ties to the region have heeded this call.
- Issuers' activities in Myanmar continue to be scrutinized, with the focus shifting to their exit from these ventures, placing companies in a difficult position.