

# Human Rights Working Group Minutes – Meeting #1

Meeting #1 – Thursday 3 March, 12.00pm to 1.30pm AEDT / 2.00pm to 3.30pm NZDT

**Meeting: by Zoom**

## Contents

[Attendees \(p.1\)](#)

[Minutes \(p.2\)](#)

[Action Register \(p.5\)](#)

Additional Attachments:

[Attachment 1 – Principles of Participation \(p.10\)](#)

Attachment 2 – FY 2022 Workplan

Attachment 3 – FY 2023 Workplan

Attachment 4 - StockWatch

Attachment 5 – Slidedeck

## Attendees (57)

	First Name	Last Name	Company
1	Abby	Bloom	U Ethical Investors
2	Alan	Dayeh	Point Advisory
3	Alice	Boidin	CBus Super Fund
4	Amber	Roberts	PwC
5	Amelia	Slaytor	Crescent Capital Partners
6	Andrew	Frankling	EriksensGlobal
7	Annika	McGovern	Jarden
8	Anselm	Loh	Vanguard Investments Australia
9	Ben	Lloyd	Castle Hall Diligence
10	Bri	Simula	QBE Insurance Group   Group Investments
11	Casey	Taylor	Conscious Investment Management Pty Ltd
12	Cassandra	Chan	New Forests
13	Chelsea	Traver	Evergreen Advice Limited
14	Christina	Christopherson	MLC Asset Management Serviced Limited
15	Christina	Hughes	HRL Morrison
16	Clare	Bartram	ISS ESG Australia
17	Courtney	Ban	EY
18	Daniel	Smith	Pogonip Advisory
19	Deborah	Cotton	UTS Business School
20	Desiree	Lucchese	U Ethical
21	Emma	Shakesheff	EY
22	Gemma	Porter	Aware Super
23	Iona	Richardson	T. Rowe Price

24	Jackie	Radisich	Future Super
25	Jenny	Watts-Sampson	NAB
26	Jessica	Collier	Sunsuper
27	Jon	Collinge	Morrison & Co
28	Julia	Bailey	Melior Investment Management
29	Kana	Thorpe	Duxton Capital Australia
30	Kate	Gill-Herdman	Corrs Chambers Westgarth
31	Kate	Wester	Aware Super
32	Kate	Lawrence	ISS ESG
33	Kaylene	Oneill	NAB
34	Khadija	M-Williams	PwC Australia
35	Lisa	Domagala	Solaris Investment Management Limited
36	Maddy	Dwyer	Paradice
37	Mans	Carlsson	Ausbil Investment Management
38	Mark	Lyster	Lyster & Associates
39	Max	Hamra	BT Financial Group
40	Melanie	Louie	AMP Capital Investors
41	Michaela	Jamison	Jarden
42	Min Wah	Voon	RIAA
43	Mitch	Mcnae	ANZ New Zealand Investments Limited
44	Moana	Nottage	Alphinity Investment Management
45	Nina	Haysler	Sunsuper
46	Oiivia	Webster	Australian Ethical
47	Olivia	Pitt	HRL Morrison & Co
48	Queenie	Tran	Conscious Investment Management Pty Ltd
49	Rosemary	Bissett	National Australia Bank
50	Sandra	Silea	Australian Super
51	Sarah	Hill	Hesta
52	Suzanne	Ballard	KPMG Banarra
53	Timothy	Stamp	Mercer Australia
54	Vanessa	Kokkinakis	Melior Investment Management
55	Wendy	Scott-Hamilton	JBWere
56	William	Suwandri	Responsible Investment Association Australasia
57	Xing	Zhang	Acorn Capital

## Minutes

Item	Action	Delegation
<b>Welcome - Måns Carlsson (Chair, Ausbil)</b>		
<b>Acknowledgement of Country</b>		
<b>Motion to adopt the minutes</b> Motion: Måns Carlsson (Chair, Ausbil) Adopt: Suzanne Ballard (KPMG Banarra) Second: Alan Dayeh (Point Advisory)		

Principles of Participation – <a href="#">see attachment 1</a>		
<b>Special presentations</b>  <b>Presentation and Q&amp;A by Disability:IN – Jill Houghton, President, and Brian Horn, COO. Disability:IN is a world leader on business disability inclusion, including <a href="#">Joint Investor Statement on Corporate Disability Inclusion and research with Accenture</a>.</b> Presentation slides available in attachment 5 and recording available <a href="#">here</a> . <ul style="list-style-type: none"> <li>• If 1% of unemployed persons with disabilities joined the U.S. labour force, GDP could boost by \$25 billion.</li> <li>• Disability inclusive companies have 2x higher net income, 25% higher revenue and 30% better performance on economic profit margins.</li> <li>• Technology developments such as Siri come from technology that is often designed to increase accessibility for people with disabilities.</li> <li>• Disability:IN encouraged members to sign onto its investor letter to help advance disability inclusion. Like other human rights issues, investors have the ability to positively influence and advance disability inclusion.</li> </ul>  <b>Presentation and Q&amp;A by Freya Dinshaw, Senior Lawyer, Human Rights Law Centre on <a href="#">Paper Promises? Evaluating the early impact of Australia's Modern Slavery Act</a>.</b> Presentation slides available in attachment 5 and recording available <a href="#">here</a> . <ul style="list-style-type: none"> <li>• The report assessed 102 companies operating within the garment, gloves, horticulture, and seafood sector.</li> <li>• Only 27% of companies demonstrate some form of effective action to address modern slavery risks in their operations and supply chain.</li> <li>• The MSA review gives investors an opportunity to engage with government and strengthen the quality of the act.</li> <li>• The report provides recommendations for both government and businesses.</li> </ul>	<p>Members interested in signing the investor letter can find more information <a href="#">here</a>.</p> <p>Members with additional questions are encouraged to contact <a href="#">Jill Houghton</a> and <a href="#">Brian Horn</a></p> <p>Members encouraged to think of engagement opportunities / creating a sub group on this topic within RIAA HRWG</p> <p>Questions can be directed to <a href="#">Freya Dinshaw</a></p>	<p>All</p> <p>All</p> <p>All</p> <p>All</p>
<b>Subgroup Updates</b>  <b>MSA and Modern Slave Policy and Advocacy Subgroup Måns Carlsson (Chair, Ausbil)</b> The date for formal review of the MSA is to come yet to be announced but needs to commence this year and then conclude within 12 months after that. The scope of the review will be determined by the government.	<p>To participate in the subgroup please get in</p>	<p>All</p>

<p>The government has reported that overall, compliance with the MSA is improving. The government will also begin to review which businesses haven't reported on modern slavery but should have.</p> <p>The first meeting of the Modern Slavery Policy and Advocacy subgroup will be held on 16 March 1-2pm AEDT. Members interested in attending should contact <a href="#">Bianca Olguin Malavisi</a> (RIAA).</p> <p>The International Labour Organisation (ILO) has published a <a href="#">report</a> which includes a detailed report on the Uyghur Region, Xinjiang, China.</p> <p><b>StockWatch Report (Kate Lawrence, ISS ESG) (ISS ESG)</b> Please see attachment 4.</p> <ul style="list-style-type: none"> <li>The Burrup Park Pluto LNG plant has been called "Juukan Gorge in slow" motion due to its slow destruction of First Nations Peoples' rock art in the region.</li> <li>BHP has acknowledged that increased dust in the air released in Newman, WA from the nearby mine is a known by product of mining activities and can cause Mesothelioma.</li> <li>BlackRock observed that the Russian invasion of Ukraine has emphasized the need for energy independence and will accelerate the clean energy transition.</li> </ul> <p><b>First Nations Peoples' Rights (Alan Dayeh, Point Advisory)</b></p> <ul style="list-style-type: none"> <li>The first meeting of 2022 included a presentation by CEFC who presented on their First Nations Investment Screening Approach. For a recording presentation please contact <a href="#">Bianca Olguin Malavisi</a> (RIAA).</li> <li>The second meeting on 18 May will focus on Reconciliation Action Plans (RAPs). We will have Reconciliation Australia presenting alongside some RIAA members who have produced their own RAPs.</li> <li>The Dhawura Ngilan Business Investment Initiative Steering Committee identified a research partner to produce a series guides for business and also for investors on how to approach cultural heritage protection. Members interested in financially supporting this project are encouraged to get in touch with <a href="#">Min Wah Voon</a> (RIAA).</li> <li>A second research project focused on Indigenous investment activity has been funded Future Super.</li> </ul>	<p>touch with <a href="#">Bianca Olguin Malavisi</a> (RIAA).</p> <p>For further details please contact <a href="#">Kate Lawrence</a> (ISS ESG)</p> <p>Contact <a href="#">Bianca Olguin Malavisi</a> (RIAA) for a recording of the FNPRWG</p> <p>Members interested in financially supporting outputs of the FNPRWG can contact <a href="#">Min Wah Voon</a> (RIAA).</p>	<p>All</p> <p>All</p> <p>All</p>
<p><b>Activities and occurrences</b></p> <p><b>Industry updates (GCNA, PRI, AGCC, ACSI, GRI, etc.)</b> GRI – The standards that are in force from 2023 and onwards will have more explicit requirement and integration with the UNGPs.</p> <p><b>Member portal (Bianca, RIAA)</b> RIAA members are now able to access the <a href="#">Human Rights Working Group page</a> inside the RIAA member portal. This page has the links to register to all 2022 meetings, the recordings and minutes of all past meetings and a list of resources.</p>	<p>Feedback is welcomed</p>	<p>All</p>
<p><b>Draft Workplan FY23</b> - Please see attachment 3</p>		

<ul style="list-style-type: none"> <li>For FY2023 one key output will be the Modern Slavery Policy and Advocacy subgroup</li> <li>Investor Toolkit: members who would like to suggest topics or volunteer their time can get in touch with Min Wah Voon (RIAA).</li> </ul>	Members can provide feedback to <a href="#">Min Wah Voon</a> (RIAA).	All
<b>Breakout session Feedback</b>  Topics of interest included: Deeper dive into the Xinjian Region, Australian Autonomous Sanctions, cybersecurity, Ukraine, International Humanitarian law, Ukraine, Myanmar, Human Rights impact assessment or outcome measurement, Modern Slavery reporting, Interconnection in E, S and G.  Toolkit suggestions: Modern Slavery impact assessment and/or outcome measurement	Additional feedback is welcomed. Please contact <a href="#">Min Wah Voon</a> (RIAA).	All
<b>Wrap up - Måns Carlsson (Chair, Ausbil)</b> Please join us at the RIAA AU Conference on April 6&7. Relevant sessions include modern slavery, human rights and big tech, investing in accessibility, and more.  <b>Next Meeting: 1 June – <a href="#">Register here</a></b>	Register for our next meeting	All

## Action register FY22/23

Ref	Item	Action	Delegation	Status
New				
12/22	Next Meeting	Register for our next meeting <a href="#">here</a> .	All	Pending
11/22	Breakout Session Feedback	Additional feedback is welcomed. Please contact <a href="#">Min Wah Voon</a> (RIAA).	All	Pending
10/22	Draft Workplan FY23	Members can provide feedback to <a href="#">Min Wah Voon</a> (RIAA).	All	Pending
9/22	Member Portal	Feedback is welcomed	All	Pending
8/22	FNPRWG	Members interested in financially supporting outputs of the FNPRWG can contact <a href="#">Min Wah Voon</a> (RIAA).	All	Pending
7/22	FNPRWG	Contact <a href="#">Bianca Olguin Malavisi</a> (RIAA) for a recording of the FNPRWG	All	Pending
6/22	StockWatch report	For further details please contact <a href="#">Kate Lawrence</a> (ISS ESG)	All	Pending
5/22	MSA Subgroup	To participate in the subgroup please get in touch with <a href="#">Bianca Olguin Malavisi</a> (RIAA).	All	Pending
4/22	Presentation: HRLC	Questions can be directed to <a href="#">Freya Dinshaw</a>	All	Pending
3/22	Presentation: Disability:IN	Members encouraged to think of engagement opportunities / creating a sub group on this topic within RIAA HRWG	All	Pending
2/22	Presentation: Disability:IN	Members with additional questions are encouraged to contact <a href="#">Jill Houghton</a> and <a href="#">Brian Horn</a>	All	Pending
1/22	Presentation: Disability:IN	Members interested in signing the investor letter can find more information <a href="#">here</a> .	All	Pending

Previous				
62/21	Fair Supply Presentation	If you have any further comments or questions, please get in touch with <a href="#">Kim Randle</a>	ALL	Ongoing
61/21	TIA Presentation	If you have any further comments or questions, please get in touch with <a href="#">Lisa Caripis</a>	ALL	Ongoing
60/21	Stock Watch Report	Contact <a href="#">Clare</a> if interested in the report.	ALL	Ongoing
59/21	FNPR WG Update	If you would like to discuss further, please contact <a href="#">Alan Dayeh</a>	ALL	Ongoing
58/21	FNPR WG Sponsorship	Sponsorship opportunities exist to support First Nations people's rights work - contact <a href="#">Alan Dayeh</a> or <a href="#">Min Wah Voon</a>	ALL	Ongoing
57/21	Cultural Heritage Protection Toolkit	Toolkit will be available soon. If you have feedback once toolkit is published, please contact <a href="#">Michelle</a> , <a href="#">Claire</a> and <a href="#">Min Wah</a>	ALL	Ongoing
56/21	Forced Labour Toolkit	Please contact <a href="#">Måns Carlsson</a> with any further questions	ALL	Ongoing
55/21	Monash Research	Any additional questions or feedback please get in touch with <a href="#">Nga Pham</a>	ALL	Ongoing
54/21	Lock the Gate	For further information please get in touch with <a href="#">Mark Lyster</a> .	ALL	Ongoing
53/21	Policy and Advocacy Subgroup	If you would like to join the Policy and Advocacy subgroup please get in touch with <a href="#">Måns Carlsson</a> or <a href="#">Min Wah</a>	ALL	Ongoing
52/21	Workplan Feedback	For general feedback on the workplan, please get in touch with <a href="#">Min Wah</a> .	ALL	Ongoing
51/21	Next Meeting	Please ensure you are registered for our next meeting <a href="#">here</a> .	ALL	Ongoing
Previous				
50/21	Further initiatives	Raise any further initiatives or items for discussion that arise out of break out room discussions with <a href="#">Mans</a> or <a href="#">Min Wah</a> .	ALL	On Going
49/21	Feedback on draft Investor Toolkit	Provide feedback on draft <a href="#">Investor Toolkit - Human rights focus on Indigenous peoples' rights and cultural heritage protection</a> . by Friday 7 July with <a href="#">Michelle</a> and <a href="#">Min Wah</a> .	ALL	In Progress
48/21	Sponsorship opportunities for First Nations peoples' rights work	Sponsorship opportunities for RIAA members exist to support the work to: (1) convert <a href="#">Dhawura Ngilan</a> cultural and heritage best practice principles into private and investor sector principles, in partnership with RIAA, First Nations Heritage Protection Alliance and UN Global Compact Network Australia, and (2) research into the state	ALL	On Going

		of play of First Nations Peoples' investment markets. Contact <a href="#">Alan</a>		
47/21	Engagement experiences on Xinjiang	If wish to share engagement experience with any Australian or Chinese companies on Xinjiang contact <a href="#">Clare</a> and Min Wah.	ALL	On Going
46/21	Sector Impact Mapping	Contact <a href="#">Clare</a> if interested in details of mapping of sectors against DFAT data.	ALL	On Going
45/21	Equator Principles	For further questions contact <a href="#">Rosemary</a> and <a href="#">Alan</a>	ALL	On Going
44/21	Support WA Cultural Heritage Bill	For details on how members may respond to the WA heritage bill, contact <a href="#">Min Wah</a> (RIAA) ASAP.	ALL	In Progress
43/21	Supply Chain Insights	Contact <a href="#">Dr Kevin Franklin</a> for further questions on SUPPLY CHAIN INSIGHTS Human rights, traceability and due diligence expectation	ALL	On Going
42/21	Juukan Gorge Senate Inquiry interim report	Contact <a href="#">Alan</a> or <a href="#">Min Wah</a> if interested to discuss the Juukan Gorge Senate Inquiry interim report <a href="#">recommendations</a> .	All	Ongoing
43/21	Investors Against Slavery and Trafficking	Contact <a href="#">Kate</a> if would like to know more about Investors Against Slavery and Trafficking (IAST) or <a href="#">Måns</a> regarding modern slavery and Xinjiang generally.	All	Ongoing
44/21	Climate risk and human rights	If interested to know more about the collaboration between RIAA, KPMG and Australian Human Rights Commission contact <a href="#">Suzanne</a> or <a href="#">Mark</a> .	All	Ongoing
45/21	First Nations peoples' rights working group	Contact <a href="#">Alan</a> or <a href="#">Min Wah</a> if interested in to learn more about the First Nations peoples' rights working group.	All	Ongoing
46/21	FMG	Contact <a href="#">Desiree</a> if interested with engagement with FMG and relevant First Nations stakeholders.	All	Ongoing
47/21	Corporate engagement	Contact <a href="#">Michelle</a> if interested in corporate engagement	All	Ongoing
48/21	LinkedIn group	RIAA to set up LinkedIn group. Invites will be sent to HRWG members who are encouraged to participate.	Min Wah	Completed
49/21	Human Rights Tool Kit	<a href="#">Tim</a> and <a href="#">Måns</a> to review and update Human Rights Tool Kit.	Tim & Måns	In Progress
50/21	Uluru Statement	Members who support the Uluru Statement from the Heart are encouraged to make a submission by 30 April 2021. Contact <a href="#">Dean</a> for more information.	All	Completed
51/21	2021 priorities, challenges & opportunities	Send summary of break out room discussions to <a href="#">Min Wah</a> .	All	Completed
PREVIOUS				
38/20	Acknowledge This!	<a href="#">Register</a> for workshop	All	Completed
39/20	FMG	Contact <a href="#">Desiree Lucchese</a> , U Ethical, if you hold FMG and would like to discuss.	All	Ongoing



40/20	Climate change & HR	Contact <a href="#">Mark Lyster</a> or <a href="#">Nicolette</a> if you're interested to participate in a research interview on the nexus between climate change, human rights and investors.	All	Completed
41/20	HRWG biennial review	Complete 10-minute online <a href="#">member survey</a> for HRWG biennial review and future directions.	All	Completed
28/20	Sustainable Digitalisation Project	Complete survey <a href="#">SDP survey</a> . Contact <a href="#">Ruben Langbroek</a> or Nicolette for more info	Relevant members	Completed
30/20	FNP sub-stream	Members interested to learn more and participate in the First Nations peoples' rights sub-group to contact <a href="#">Alan Dayeh</a> and also to provide feedback on issues to prioritise as part of the workstream. Members that have colleagues who self-identify as First Nations are encouraged to reach out to them and see if they are interested to join, as appropriate.	All	Completed
31/20	FPIC and Equator Principles IV	Organise presentation on Equator Principles IV and Free, Prior and Informed Consent (FPIC)	Rosemary B; Alan D	Completed
32/20	Reconciliation Action Plans (RAPs)	FNP rights sub-group to start with education and strengthening RAP process and outcomes	Alan D	Ongoing
33/20	FNP sub-stream	Share work/plans on First Nations peoples' rights between HRWG and ACSI	Liza M; Alan D; Min Wah	Completed
34/20	First Nations peoples' rights and civil society-NGO	Complete <a href="#">this 4-question survey</a> on what you'd like to learn from the First Nations peoples' rights sub-stream work with civil society and NGOs.	All	Completed
36/20	Shareholder resolutions at AGMs	ACCR investor briefings on shareholder resolutions - register here <a href="#">AGL</a> / <a href="#">BHP</a> / <a href="#">Origin</a>	Relevant members	Completed
37/20	Modern slavery	Update the group with more information at the next meeting. Liza to update with launch and formal webinar for investors.	Kate, Liza and Måns	Completed
8/20	Modern Slavery – banking-investor initiative	Invite expressions of interest for the banking-investors MSA initiative	Rosemary	Pause
18/20	Anti-Slavery Australia	Discuss co-production of videos for the finance sector with ASA.	Rosemary; Måns; Mark	Pause
24/20	Modern Slavery	Send out note on benefits of modern slavery – banks and investor conversation.	Rosemary; Mark	Pause
1/20	Rob Jolly's slide deck	Distribute to attendees	Nicolette	Completed
2/20	AO-AM MS DD	Contact Jessie Pettigrew for a copy of the MS DDQ and provide feedback by mid-May	All	Completed
3/20	Stock Watch	Distribute report to attendees	All	Completed
5/20	WDI	Maintain WDI as an agenda item to ensure we have regular process updates from any participants	Min Wah	Completed
6/20	WDI	Remove WDI from work plan	Nicolette	Completed
9/20	HRWG Work plan 2020	Circulate revised workplan and request approval for adoption	Min Wah	Completed
10/20	Succession planning HRWG Chair	Provide overview of Deputy Chair tasks and invite nominations.	Nicolette	Completed



11/20	MSA	Notify HRWG members if a change to timing requirements for reporting	Nicolette	Completed
12/20	AHRC Technology and human rights	Identify internal stakeholders that may benefit from participating in AHRC consultation	Nicolette	Completed
14/20	Special interest speakers	Invite Anti-Slavery Australia to present at June meeting	Nicolette	Completed
15/20	ASA presentation	Distribute slide deck to attendees	Min Wah	Completed
29/20	Stock Watch	Distribute Report to attendees	Min Wah	Completed
25/20	Sustainable Digitalisation Project	Send out background briefing paper and link to five question survey	Nicolette	Completed
4/20	HR corporate engagement	Contact Michelle Cameron, Refinitiv, for human rights-related corporate engagement	All	Completed
13/20	Knowledge Hub	Send any HR research to <a href="mailto:research@altioem.org">research@altioem.org</a> to build the library on this topic.	All	Completed
16/20	Anti-Slavery Australia	contact Yvette directly ( <a href="mailto:Yvette.Selim@uts.edu.au">Yvette.Selim@uts.edu.au</a> ) if you'd like to trial ASA resources.	All	Completed
19/20	Black Lives Matter	Alan Dayeh to lead a separate follow-up dialogue for members (broader than the HRWG).	Min Wah to facilitate	Completed
21/20	Investor-NGO	Express interest to work on Investor-NGO collaboration. Myrna Machuca-Sierra, Givvable, will fill the gap during Amanda's absence.	All	Completed
22/20	MS DD Questionnaire	Express interest if you'd like to be part of future discussions to review implementation of MS DD Questionnaire.	All	Completed
23/20	WDI	Members encouraged to maintain their association with WDI and subscribe to newsletter.	All	Completed
26/20	Special Interest	Participants to send Min Wah any ideas on guest speakers for meetings.	All	Completed
17/20	Anti-Slavery Australia	ASA to update HRWG on capability to integrate ASA online training into internal corporate training systems.	ASA	Completed
27/20	SDP	Share slide deck with HRWG	Min Wah	Completed
35/20	Modern slavery	Share link to register for event for financial sector on labour exploitation and human trafficking as part of the Bali process.	Min Wah	Completed
40/19	Decision making framework in high impact countries	Circulate draft paper to interested parties before EOY	Mark	On hold



## Principles of Participation

Sensitivity - Chatham House Rule

Humility - no self-promotion

Reciprocity - equal effort / equal reward

Ethical-ity - conflicts of Interest

## Human Rights Working Group Work Plan FY22

	Initiative	Description	Tasks	Status	Collaborators / For information
1	Nexus of climate risk and human rights	Australian Human Rights Commission and RI HRWG	1. Deliver research report.	COMPLETED	KPMG Banarra – led by Mark Lyster
2	NGO Collaboration	FY22: focus on First Nations Peoples rights.	2. Collaboration with First Nations Heritage Protection Alliance.	IN PROGRESS	Myrna Machuca-Sierra (Individual) and Min Wah (RIAA)
3	Industry Collaboration	Coordinated participation with key initiatives e.g. PRI, ACSI, UN GCNA, others	3. On-going engagement and feedback to HRWG 4. Joint project with the GCNA – launched the Dhawura Ngilan Business and Investor Initiative.	IN PROGRESS	PRI – Simon O'Connor (RIAA) ACSI – Simon O'Connor (RIAA) GRI – Robyn Leeson (GRI GSSB) UNEPFI – Rosemary Bissett (NAB) IGCC, UNSW Human Rights – Pablo Berrutti (Altioem)
4	Corporate Engagement on Human Rights	Corporate engagement on a matter of high salience to human rights in Australian listed company or sector	5. Investor toolkit on Indigenous Peoples' Rights and Cultural Heritage Protection	COMPLETED	Michelle Cameron, Refinitiv (Chair) Myrna Machuca-Sierra (individual) Rachel Tinkler (Milford AM) Claire Heeps (HESTA) Danielle Welsh-Rose (Aberdeen SI) Sandra Silea (Australian Super) Abby Frank (Regnan) Måns Carlsson (Ausbil IM) Nina Haysler (Point Advisory) Alan Dayeh (Point Advisory) Min Wah Voon (RIAA) Nicolette Boele (RIAA)
5	Events	Host keynote speakers	6. Simon Carter and Ruben Langbroek, Sustainable Digitalisation Project – September 14 7. Kate Turner, Investors Against Slavery and Trafficking - November 26 8. James Fitzgerald, Australasian Centre Corporate Responsibility – March 25	IN PROGRESS	

			9. Kevin Franklin, ELEVATE – June 23 10. Kim Randle, Fair Supply – September 14 11. Carsten Primdal, ACAN – November 25 12. Jill Houghton, Brian Horn, Disability:IN & Freya Dinshaw, HRLW – March 3		
6	Stock Watch	Maintain a watching-brief on emerging company controversies	13. Update meeting on recent matters of interest, with a focus on Australian equities	ONGOING	Clare Bartram and Kate Lawrence (ISS ESG Australia)
7	First Nations Peoples' rights	A long-standing issue for investors. Build off #BLM movement, Juukan Gorge disaster, ASFI recommendations.	14. Launch First Nations Peoples' Rights working group with workplan.	COMPLETED	Alan Dayeh, Chair and Objective Leads: 1. Min Wah Voon (RIAA) 2. Myrna Machuca-Sierra (Individual) 3. Deborah Cotton (UTS) 4. Claire Heeps (HESTA) 5. Will Leak (BT) 6. Julia Bailey (Melior) 7. Rachel Tinkler (Milford Asset Management)
8	Sustainable Digitalization	Developing ESG indicators for investors to better manage digitalization (AI) risks and opportunities – property and infra	15. Survey members to determine materiality of issues 16. Feed into existing process, the investor lens 17. Trial ESG indicators in company valuation and engagements	IN PROGRESS	<b>Inviting expressions of interest</b> Michelle Cameron (Refinitiv)
9	Human Rights toolkit (Focus on supply chains)	Update the Human Rights tool kit including exploring available supply chain software, services and mapping tools.	18. Update human rights toolkit	COMPLETED	Tim Stamp (Mercer Australia), Måns Carlsson (Ausbil IM) and Janelle Morrison (Ausbil IM)
10	Modern Slavery policy and advocacy subgroup	First meeting to be held in March 2022, in anticipation of review of Modern Slavery Act.		TBC	
	Year's Meeting Schedule		<b>2021</b> September 14 November 25 <b>2022</b> March 3 June 1		

## Human Rights Working Group Work Plan FY23

	Initiative	Remarks	Tasks	Status	Collaborators / For information
1	Corporate engagement	In FY22, our corporate engagement subgroup led our Investor toolkit on Indigenous Peoples' Rights and Cultural Heritage Protection.  What should we focus on in FY23?			
2	Civil society Collaboration	In FY22, we have had a strong focus and productive relationship with First Nations organisations.  How might we think more broadly on civil society collaboration and human rights in FY23?			
3	Modern Slavery Policy and Advocacy Subgroup	We have created this for our members in anticipation of the Modern Slavery Act review in 2022. First meeting will be held in March 2022 – all members welcome.			
4	Investor Toolkit	We produced some industry-leading resources in FY22, including the 2 <sup>nd</sup> edition of Human Rights with a Focus on Supply Chains and Indigenous Peoples' Rights and Cultural Heritage Protection.  What should we work on in FY23?			

## Intersection between 'E' and 'S'

### Indigenous rights

#### Woodside Petroleum Ltd.

A [recent assessment](#) from the Environmental Protection Authority on the pollution from Woodside Petroleum LNG operations at the Burrup Peninsula in Western Australia has raised concerns that there may be a threat of "serious or irreversible damage" to ancient and irreplaceable Murujuga rock art. Acid pollution from Woodside's Karratha Gas Plant and its Pluto LNG Plant, which it is planning to significantly expand, is reported to accelerate the weathering of the rock art within Murujuga beyond natural rates. The Conservation Council of Western Australia has called the pollution damage "Juukan Gorge in slow motion". The rock art is a proposed site for World Heritage listing.

#### Santos Limited

In November 2020 Santos Ltd. was granted [approval](#) from the Australian Federal Government for its Narrabri gas project in New South Wales. During the state approval process from 2017 to September 2020, the New South Wales Independent Planning Commission (IPC) received concerns raised by indigenous traditional land owners, the Gomeroi People, and local residents that the project will degrade the local environment and groundwater, and disrupt local indigenous heritage sites and activity. Gomeroi People [view](#) people and country (both lands and waterways) as interdependent entities linked through the landscape, through culture and through spiritual significance and, as such see no separation between nature and culture.

### Health

#### BHP Group Limited

In October 2020 [media](#) reported that Mt Newman, a joint venture (JV) 85% owned by BHP Group Ltd./Plc (BHP), 10% owned by Mitsui-Itochu Iron Pty Ltd, a wholly owned subsidiary of Mitsui & Co., Ltd., and 5% owned by ITOCHU Minerals & Energy of Australia Pty Ltd (IMEA), wholly owned by ITOCHU Corp. had exceeded dust emissions on 45 occasions in 2018-2019 in the nearby town of Newman, in the Pilbara region of Western Australia. BHP acknowledged that increased dust levels in the air is a known by-product of mining activities and committed to a dust reduction project to mitigate dust levels within Newman, but did not comment on the nature of the particulate matter. In 2018 local council implemented a dust-monitoring study after hundreds of Newman residents died between 2007 and 2018 from mesothelioma, a lung disease linked to asbestos exposure, which is potentially due to fibrous mineral particles found in dust released by the iron ore mining process.

### Modern slavery

The solar industry relies significantly on the Xinjiang Uyghur Autonomous Region in China, where there have been reports of state-sponsored forced labour of ethnic minorities. The region accounts for approximately 40% of global polysilicon supply, a key component in solar panels. Ensuring a clean energy transition does not have human costs is a particular challenge for Australian investors. While

Australia has the critical materials needed for onshore solar production, the domestic supply chain is currently underdeveloped, with an estimated 80% of solar panels in Australia sourced from China.

Read *ISS ESG Themes and Trends 2022, Australia and New Zealand Edition*, [Net Zero or Zero Tolerance for Human Rights Violations?](#), February 2022

There have also been recent reports of child labour in cobalt production in Democratic Republic of the Congo. DRC accounts for 70% of global supply of cobalt, a critical metal in lithium-ion batteries, key to many green energy technologies, including electric vehicles. A recent ABC investigation found that cobalt, mined by “artisanal miners” in informal, hazardous conditions, is likely making its way into global tech supply chains.

Read [Blood cobalt](#), *Foreign Correspondent*, ABC News, 25 February 2022

Prepared for RIAA HRWG, not for distribution



# RIAA member Human Rights Working Group Meeting #1

Thursday 3 March



Responsible Investment  
Association Australasia



# Human Rights Working Group Meeting #1



**Måns Carlsson**, 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

# Disability inclusion: a critical human rights and ESG issue



**Jill Houghton**, President and Chief Executive Officer of Disability:IN



**Brian Horn**, Chief Operating Officer, Disability:IN



# RIAA Human Rights Working Group

3 March 2022

**Disability:IN**<sup>TM</sup>  
Your business partner  
for disability inclusion.





THE LEADING NONPROFIT RESOURCE  
FOR BUSINESS DISABILITY INCLUSION  
WORLDWIDE.

**We empower business to  
achieve disability inclusion  
and equality.**

Our network of more than  
400 corporations expands  
opportunities for people with  
disabilities across  
enterprises.

Learn more at: [DisabilityIN.org](https://DisabilityIN.org)





# DISABILITY DEFINED

## 75% of Disabilities are Non-Apparent

- A **physical or mental impairment** that substantially limits one or more major life activities;
- Having a **history or record** of such an impairment; or
- Being **regarded** as having such an impairment.

## Examples

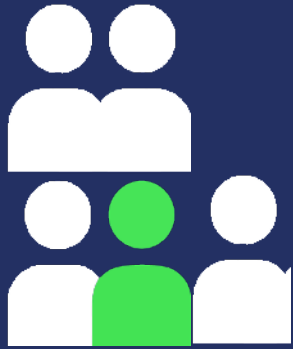
- Physical/Mobility
- Blind/Low Vision/Deaf/Hearing Loss
- Intellectual/Developmental
- Speech Difficulties
- Psychiatric/Mental Illness
- Learning and Attention Issues
- Epilepsy
- Cancer/Diabetes
- Post-Traumatic Stress (PTS)
- HIV/AIDS
- Chronic Migraines

# DISABILITY DEFINED BY THE UNITED NATIONS

A long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder full and effective participation in society on an equal basis with others.

# DID YOU KNOW?

## DISABILITY FACTS IN AUSTRALIA



1 in 5 Have a  
Disability

45%

of Australians aged  
16-85 years,  
experience a mental  
health condition in  
their lifetime



Globally... We are 1  
Billion Strong

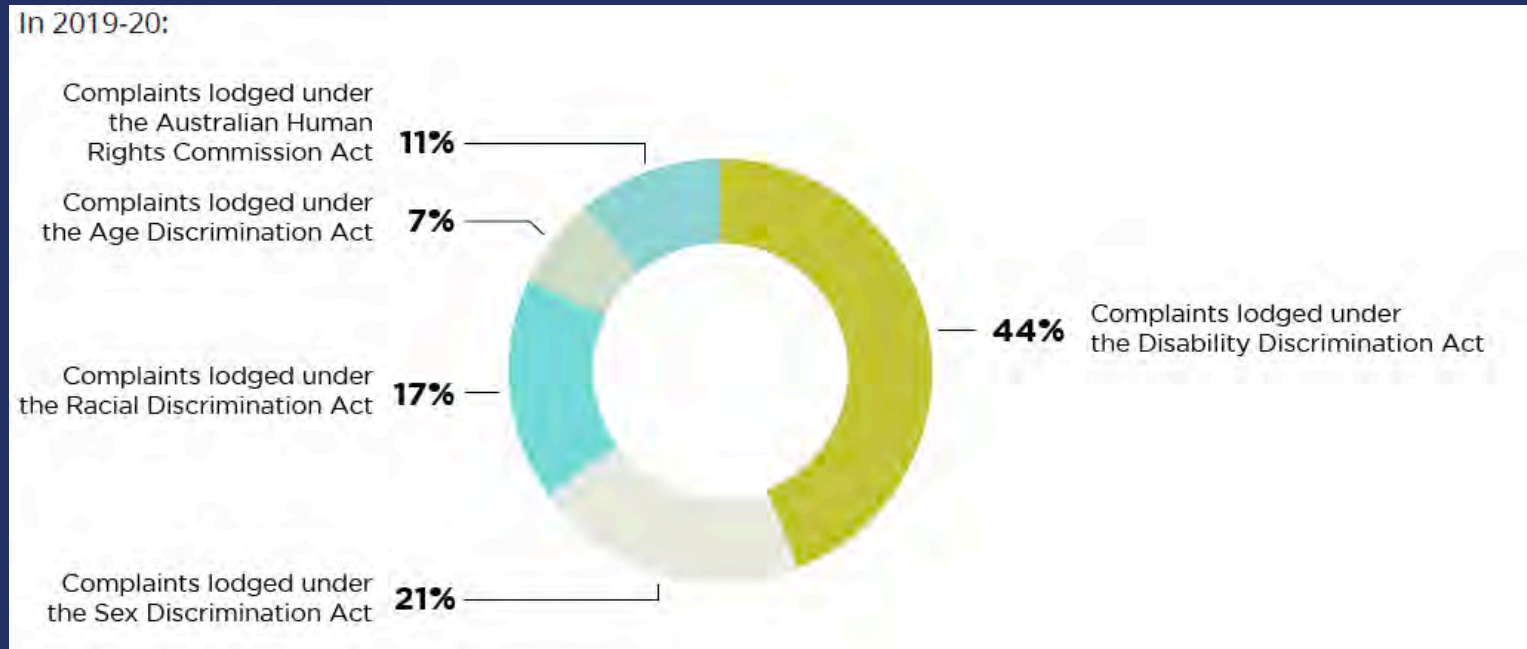
# DID YOU KNOW?

## DISABILITY EMPLOYMENT FACTS IN AUSTRALIA

	With a Disability	Without a Disability
Labor Force Participation	53.4%	84.1%
Unemployment Rate	10.3%	4.6%

# DISABILITY DISCRIMINATION

Disability discrimination accounts for the highest volume of complaints across the board to the Australian Human Rights Commission.



Source: <https://humanrights.gov.au/our-work/disability-rights/publications/disability-action-plan-guide-2021>

# DISABILITY:IN GLOBAL DIRECTORY

- Definition of Disability
- Legislation
- Employer Requirements
- Accessibility Requirements
- Cultural Norms
- Insights
- Additional Resources

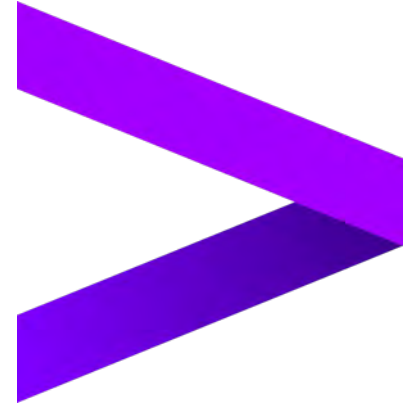
Australia page: <https://private.disabilityin.org/global/australia/>

# YIELDING RESULTS





# GETTING TO EQUAL: THE DISABILITY INCLUSION ADVANTAGE



If 1% of unemployed persons with disabilities joined the U.S. labor force...



**THE GDP COULD  
BOOST BY**

**\$25 billion**

# GETTING TO EQUAL: THE DISABILITY INCLUSION ADVANTAGE (CONT.)



Disability inclusive companies **see rewards in their bottom line...**

**28%**

HIGHER REVENUE

**30%**

BETTER PERFORMANCE ON  
ECONOMIC PROFIT  
MARGINS

**2X**

HIGHER NET INCOME



A comprehensive benchmarking tool helping companies build a roadmap of measurable, tangible actions towards disability inclusion and equality.

## PILOT ROUND

- Test and refine the Global DEI question set, based on corporate input
- Increase our knowledge of existing legal frameworks outside of the U.S.
- Learn from community partners about cultural mores and ways to make the Global DEI accessible and relevant to non-U.S. audiences.

A JOINT INITIATIVE:



# Pilot Findings

- The pandemic as a catalyst for action
  - Increase in mental health benefits
  - Emphasis on retention and advancement of diverse hires
  - Unfilled positions spur interest in talent pool of disability candidates
- Allyship from C-suite executives
  - Satellite locations with an active ERG + in-country leader known as a disability ally performed better on Enterprise-Wide Access, Adjustment & Accommodations, Employment Practices
- Companies motivated to lay the groundwork for self-ID campaigns



## Participating Countries:

Argentina	Italy
Australia	Malaysia
Belgium	Mexico
Brazil	Morocco
Canada	Pakistan
Chile	Philippines
China	Poland
Colombia	Portugal
Costa Rica	Singapore
Dominican Republic	South Africa
France	Spain
Germany	Switzerland
Hong Kong	United Arab Emirates
India	United Kingdom
Israel	
Ireland	

A JOINT INITIATIVE:



# Building disability inclusion into the global marketplace

## WHY FOCUS ON INCLUSION?

- Market share and spending power of people with disabilities
- Disability as an asset, not a liability, as it's part of the human experience
- Accessibility support for clients and customers
- Rethink accessibility from client perspective
- Broaden your reach
- Companies have an opportunity to brand themselves as pioneers and drivers of inclusion

## WHY NOW?

- Pandemic + current events have laid bare inequalities, including marketplace access
- Digital workplaces = more people with disabilities have the chance to engage and connect
- Hunger for human connection through stories and representation
- Chance to reimagine strategies for outreach, rather than returning to business as usual

# TAKE ACTION



## SIGN THE CEO LETTER ON DISABILITY INCLUSION

101 CEOs from all over the world are signing a letter urging Fortune 1000 companies to advance disability inclusion.



## SIGN THE JOINT INVESTOR STATEMENT

30 Investors, representing over \$2.8 trillion in assets, signed the Joint Investor Statement on Disability Inclusion urging portfolio companies to advance inclusion.

# FUTURE RESEARCH

Disability:IN is working with the Thomson Reuters Foundation to conduct research on country laws pertaining to disability disclosure in publicly traded companies. and requirements by stock exchanges to require disability disclosure.

Example: The Toronto Stock Exchange requires companies traded on the Exchange to disclose the diversity of their board, including disability status.



# Thank You!

**JILL HOUGHTON**  
President & CEO

[Jill@DisabilityIn.org](mailto:Jill@DisabilityIn.org)

**BRIAN HORN**  
Chief Operating Officer

[Brian@DisabilityIN.org](mailto:Brian@DisabilityIN.org)

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 /disabilityin

 /company/disability-in

# Paper Promises? Evaluating the early impact of Australia's Modern Slavery Act



**Freya Dinshaw, Senior Lawyer, Human Rights Law Centre**

RIAA Human Rights Working Group  
3 March 2022

Freya Dinshaw  
*Senior Lawyer, Human Rights Law Centre*

# Paper Promises?

Evaluating the early impact of  
Australia's Modern Slavery Act



# Key findings

## Mandatory criteria

77% of companies are failing to address all mandatory reporting criteria in their statements.



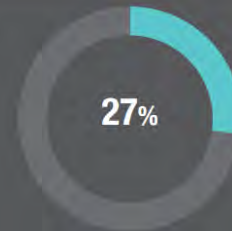
## Identifying risks

52% of companies are failing to identify **obvious modern slavery risks** in their operations and supply chains.



## Effective action

Only 27% of companies demonstrate some form of **effective action** to address modern slavery risks in their operations and supply chains.



## Methodology

102 company  
statements

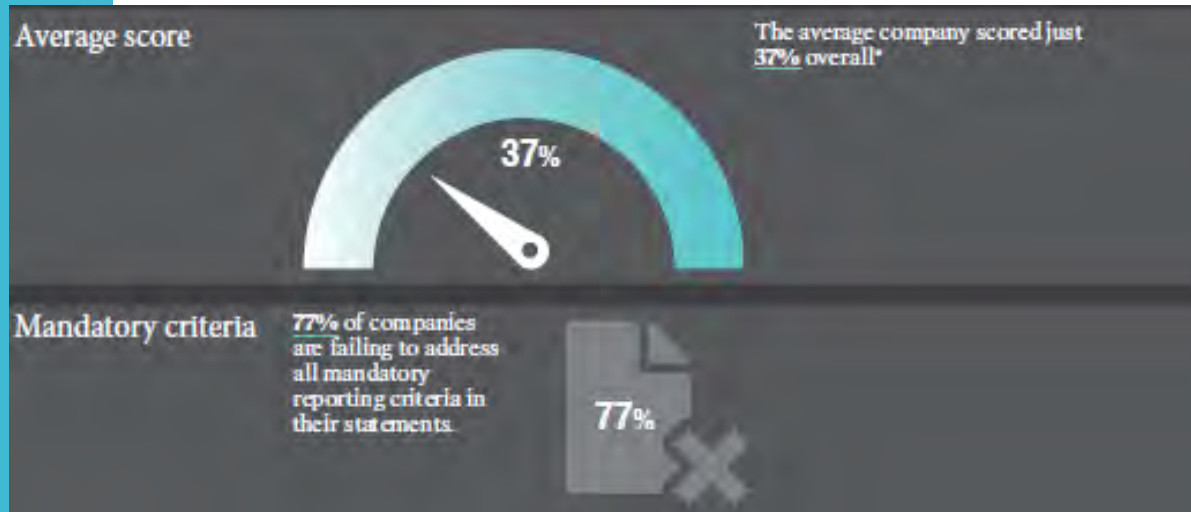
66 indicators

4 high-risk sectors



(Credit: Getty Images)

# Mandatory criteria





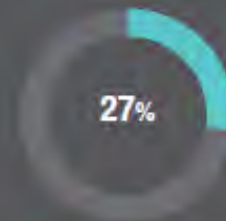
# Risk awareness



# Effective action

## Effective action

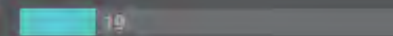
Only 27% of companies demonstrate some form of **effective action** to address modern slavery risks in their operations and supply chains.



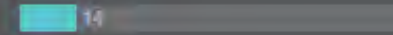
Just 25% of companies report that they undertake **human rights due diligence** on new suppliers.



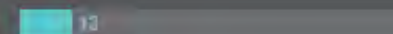
Only 19% of companies disclose evidence of **responsible purchasing practices**



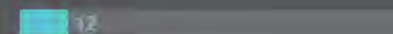
Just 14% of companies express a commitment to ensuring workers in their supply chains are paid a **living wage**.



Only 13% of companies describe processes for preventing workers being charged **recruitment fees**.



Only 12% of companies demonstrate evidence that they support **freedom of association** for workers.



Only 34% of companies disclose evidence of collaboration with unions, migrant worker groups or civil society organisations in their efforts to tackle modern slavery.





## Recommendations to Government

1. Make mandatory reporting mandatory
2. Require companies to take action to prevent modern slavery
3. Ensure exploited workers can access justice
4. Provide additional guidance and support for companies operating in high-risk sectors
5. Ban goods made with modern slavery from being imported in Australia
6. Address key factors that contribute to labour exploitation in Australia
7. Use public procurement processes to reward companies that address modern slavery and human rights risks

## Recommendations to business

1. Implement human rights due diligence to identify and address modern slavery risks.
2. Ensure a worker-centric approach informed by safe and meaningful engagement with workers and their representatives.
3. Embed responsible sourcing practices that support decent working conditions and avoid downward pressure onto suppliers and workers.
4. Implement effective remediation processes and provide appropriate remedies for abuses.

Questions?



(Tok Anas/ Shutterstock)

## Human Rights Working Group Work Plan FY23

	Initiative	Remarks	Tasks	Status	Collaborators / For information
1	Corporate engagement	In FY22, our corporate engagement subgroup led our Investor toolkit on Indigenous Peoples' Rights and Cultural Heritage Protection.  What should we focus on in FY23?			
2	Civil society Collaboration	In FY22, we have had a strong focus and productive relationship with First Nations organisations.  How might we think more broadly on civil society collaboration and human rights in FY23?			
3	Modern Slavery Policy and Advocacy Subgroup	We have created this for our members in anticipation of the Modern Slavery Act review in 2022. First meeting will be held in March 2022 – all members welcome.			
4	Investor Toolkit	We produced some industry-leading resources in FY22, including the 2 <sup>nd</sup> edition of Human Rights with a Focus on Supply Chains and Indigenous Peoples' Rights and Cultural Heritage Protection.  What should we work on in FY23?			

# RI Australia 2022 – 6 & 7 April

- Australia's Modern Slavery legislation: is it making a difference? And what's next?
- Big tech and human rights
- Investing in accessibility
- and more!



# Upcoming meetings

## **Meeting #2** Wednesday 1 June

12pm – 1.30pm AEST / 2pm – 3.30pm NZST

## **Meeting #3** Thursday 1 September

12pm – 1.30pm AEST / 2pm – 3.30pm NZST

## **Meeting #4** Wednesday 9 November

12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT



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Association Australasia