

Human Rights Working Group Minutes

Meeting #4-21 – 25 November, 12.00pm to 1.30pm AEDT / 2.00pm to 3.30pm NZDT

Meeting: by Zoom

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Attendees (71)

	First Name	Last Name	Company
1	Abby	Frank	Regnan
2	Ainsley	McLaren	Harbour Asset Management
3	Alan	Dayeh	Point Advisory
4	Alison	Chan	Metrics Credit Partners
5	Amelia	Slaytor	Crescent Capital Partners
6	Annabel	Hart	Point Advisory
7	Barry	Coates	Mindful Money
8	Bianca	Olguin Malavisi	RIAA
9	Bianca	Pareja	Dimensional Fund Advisors Australia
10	Binu	Kapoor	Sustainalytics
11	Bobby	Bostic	Vontobel Asset Management Australia
12	Briony	Doyle Galovic	RIAA
13	Carolyn	Murphy	Teachers Mutual Bank Limited
14	Carsten	Primdal	Australian Catholic Anti-Slavery Network
15	Chris	Beattie	JANA Investment Advisers
16	Chris	Hillsdon	ClearBridge Investments
17	Clare	Saadeh	MFS
18	Danielle	Welsh-Rose	Abrdn
19	Deborah	Cotton	Business School, University of Technology Sydney
20	Désirée	Lucchese	U Ethical
21	Dragana	Timotijevic	AMP - Platforms
22	Edwina	Matthew	Pendal Group Limited
23	Elaine	Xu	FSI
24	Estelle	Parker	Responsible Investment Association Australasia
25	Fiona	Manning	Apostle Funds Management
26	Frida	Panayi	PwC Australia
27	Genevieve	Beresford	Ellerston Capital

28	Iona	Richardson	T. Rowe Price
29	Isil	Uysun	PwC Australia
30	Jackie	Radisich	Future Super
31	Jane	Wu	HESTA
32	Janelle	Morrison	Ausbil
33	Janibek	Issagulov	EriksensGlobal
34	Jennifer	Surjadi	State Super
35	Jorge	Waayman	Harbour Asset Management
36	Judy	Schmidt	Arrow Private Wealth
37	Kate	Gill-Herdman	Corrs Chambers Westgarth Lawyers
38	Kate	Lawrence	ISS ESG Australia
39	Kaylene	Oneill	NAB
40	Kelly	Seo	Clean Energy Finance Corporation
41	Ken	Jiang	Rest
42	Lauren	Solomon	Perpetual
43	Linda	Hohmann	Northern Trust Asset Management AUS
44	Liza	McDonald	Aware Super
45	Lucy	Cooper	Crescent Capital Partners
46	Maddy	Dwyer	Paradice
47	Måns	Carlsson	Ausbil Investment Management
48	Mark	Lyster	KPMG
49	Melissa	Schulz	QIC
50	Michelle	Kidd	American Century Investments
51	Min Wah	Voon	RIAA
52	Mitch	McNae	ANZ New Zealand Investments Limited
53	Murray	Ackman	Pendal
54	Natasha	Traugott	Sunsuper
55	Nicolette	Boele	RIAA
56	Noble	Dhaliwal	American Century Investments
57	Olivia	Webster	Australian Ethical
58	Pooja	Shirangi	Lakehouse Capital Pty Ltd
59	Rachel	Tinkler	Milford Asset Management
60	Rosalind	McKay	Cbus
61	Rosemary	Bissett	National Australia Bank
62	Sean	Hill	PwC Australia
63	Steven	Larkin	3PD Pty Limited
64	Suzanne	Ballard	KPMG Banarra
65	Tabbott	Abbott	Platypus Asset Management
66	Timothy	Stamp	Mercer Australia
67	Tonya	Payne	Triple Eight Capital
68	Trea	Duffy	MFS Investment Management
69	Venn	Purnell	Active Super
70	Wanfeng	Zhou	MSCI
71	Zoe	Scott-King	Trucost - part of S&P Global

Minutes

	Item	Action required	Delegation
1	<p>Welcome to all (Mans Carlsson, Ausbil, Chair of the Human Rights Working Group).</p> <p>Acknowledgement of country.</p> <p>Motion: to adopt the Minutes from September meeting</p> <p>Motion to adopt: Måns Carlsson (Ausbil)</p> <p>Adopt: Rosemary Bissett (NAB)</p> <p>Second: Alan Dayeh (Point Advisory)</p> <p>Principles of Participation – please see Attachment 1.</p>		
2	<p>Presentation and Q&A – Carsten Primdal, Australian Catholic Anti-Slavery Network (ACAN)</p> <p>Recording can be viewed here. Slides are available in attachment 3.</p> <ul style="list-style-type: none"> Carsten’s work focuses on supporting companies through the remediation process. Domus 8.7 is working with the victims of forced labour who require extensive support in the long term. Research has shown the cost of remediation to be around \$24,000 per victim. Domus 8.7 acts as a single point of contact that enables victims to access an extensive global network of resources. Members asked for best practice advice for companies who are considering walking away from a supplier instead of engaging. A: best practice is to engage and to work with suppliers noting that not all suppliers will be interested in changing behaviour. Understanding that the process takes time is key. It needs to be clear that there will be consequences if that behaviour persists. 	Members can contact Carsten Primdal if they have any further questions	
3	<p>Updated Investor Toolkit: Human rights with focus on supply chains – Måns Carlsson (Chair, Ausbil) and Tim Stamp (Mercer)</p> <p>Members can view the toolkit here.</p> <ul style="list-style-type: none"> The first edition was published before the Modern Slavery Act (MSA) was introduced in 2018. This new edition incorporates data and examples that have been identified since the MSA was implemented. The authors of the first version of the toolkit were: Dr Deborah Cotton (UTS), Lisa Domagala (Solaris), Sandra Silea (Australian Super), Mans Carlsson and Nicholas Varcoe (Ausbil), Timothy Stamp (Mercer) while the authors of the updated version were Timothy Stamp (Mercer), Mans Carlsson and Janelle Morrison (Ausbil) This updated version includes: <ul style="list-style-type: none"> Strengthening of best practice and company examples Strengthening of the “potential questions” Added section on ‘collaboration with peers and other stakeholders’ 		
3	Report back from sub-group		

	<p>Stock Watch – Kate Lawrence on behalf of Clare Bartram (ISS ESG) The Stock Watch report looks at remediation of forced labour, highlighting that 1% of companies have engaged and adopted credible measures of remediation. The report also analyses the impact of Covid-19 on labour rights. Please see slidedeck on attachment 3 for StockWatch Report.</p> <p>First Nations Peoples’ Rights Working Group Alan Dayeh (Point Advisory, Chair of the FNPR WG) highlighted the presentation at the last working group meeting by Adam Davids about embedding racial equity within the corporate sector. Alan Dayeh updated members on Western Australia’s Cultural Heritage Protection Bill which has been criticised for its lack of co-design with First Nations representatives.</p> <p>There are sponsorship opportunities for RIAA members to support the FNPWG to: (1) convert Dhawura Ngilan 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) conduct research into the state of play of First Nations Peoples’ investment markets. Contact Alan Dayeh</p> <p>In October, the FNPRWG published its investor toolkit: <i>An Investor focus on Indigenous Peoples Rights and Cultural Heritage Protection</i>. This toolkit had already been downloaded 1,100 times in the first two weeks since being published.</p> <p>Report on Climate Change and Human Rights – KPMG Nicolette Boele (RIAA) shared with working group members that a report on Climate Change and Human Rights will be published in December. The report is collaboration between RIAA and KPMG Banarra with input from the Australia Human Rights Commission.</p>	<p>Contact Clare Bartram if interested in the report.</p> <p>If you would like to discuss further, please contact Alan Dayeh</p> <p>Sponsorship opportunities exist to support First Nations people’s rights work - contact Alan Dayeh or Min Wah Voon</p>	<p>ALL</p> <p>ALL</p> <p>ALL</p>
4	<p>Thank you to Nicolette Boele (RIAA) Nicolette started the Human Rights WG with the intention to create a space for shared learning and pushing the Human Rights agenda within the RI sector.</p>		
4	<p>Activities and Occurrences</p> <p>Modern Slavery (Måns Carlsson) (Ausbil) In 2022 there will be the opportunity for members and individuals to write submissions as part of the formal review of the Modern Slavery Act (2018).</p> <p>There could also be advocacy opportunities in relation to potential legislation on forced labour.</p> <p>NSW has announced an amended version of the NSW Modern Slavery Act where government entities will need to report on the risk of slavery in operations and supply chains and an anti-slavery commissioner will encourage companies with \$50-\$100m in revenue to report on a voluntary basis against the (Federal) Modern Slavery Act (2018).</p>	<p>For further questions contact Måns Carlsson</p>	<p>ALL</p>

	<p>Fund managers and asset owners can join the Investors Against Slavery & Trafficking.</p> <p>Forced labour policy and advocacy subgroup This subgroup is for members who will be interested in doing advocacy, particularly in 2022. Aside from the submissions regarding the Modern Slavery Act, there will be other advocacy opportunities. Members interested should contact Min Wah Voon or Måns Carlsson.</p> <p>ACCR's new research on sexual harassment This new research by ACCR identifies how sexual harassment is a risk for investors, which is something this working group has discussed previously (following research by CARE Australia on the Cambodian garment sector). ACCR provides a useful guide on what companies could include in reporting. ACCR will take this further by exploring specific sectors, as well as publishing information about how individual companies within these sectors are performing on sexual harassment prevention and response. Those who have questions are encouraged to contact Daisy Gardner, Director of Human Rights at ACCR.</p> <p>ICCR Urgent statement regarding the military crisis in Sudan - members are encouraged to sign if interested, letter remains open on a rolling basis. Those who have questions are encouraged to contact Rebecca DeWinter-Schmitt, Associate Program Director at ICCR</p> <p>MOTU's Human Rights Measurement Initiative (HRMI) HRMI has developed a human rights performance tracking tool. They are an independent organisation looking to engage with the private sector and gain feedback on their data. Members interested can get in touch with Anne-Marie Brooks, Co-Founder of HRMI</p> <p>EssilorLuxotica letter An investor letter has been prepared encouraging EssilorLuxotica to accept the OECD offer of mediation to resolve a dispute regarding accusations of anti-union behaviour. Members interested in more information can contact Olivia Webster (Australian Super) and Jonas Kron, Trillium.</p>	<p>Members interested should contact Min Wah Voon or Måns Carlsson</p> <p>Those interested can contact Daisy Gardner</p> <p>Members can get in touch with Rebecca DeWinter-Schmitt</p> <p>Members can get in touch with Anne-Marie Brooks</p> <p>Members can contact Olivia Webster and Jonas Kron</p>	<p>ALL</p> <p>ALL</p> <p>ALL</p> <p>ALL</p> <p>ALL</p>
7	<p>Breakout session</p> <ul style="list-style-type: none"> What have you found valuable with the Human Rights working group this year? What would you like to see more of in 2022? Discuss anything from meeting and/or wish to raise at next meeting. Any suggestions for 2022? 	<p>Members are encouraged to provide feedback to Min Wah and Måns Carlsson</p>	<p>ALL</p>
8	<p>Dates for 2022 meetings and wrap up</p> <p>March 3 – register here</p> <p>June 1 – register here</p> <p>September 1 – register here</p> <p>November 9 – register here</p>	<p>Please ensure you are registered for our 2022 meetings</p>	<p>ALL</p>

Action register FY21/22

Ref	Item	Action	Delegation	Status
New				
73/21	Register for 2022 meetings	March 3 – register here , June 1 – register here September 1 – register here , November 9 – register here	ALL	Pending
72/21	Feedback for 2022	Members are encouraged to provide feedback to Min Wah and Måns Carlsson	ALL	Ongoing
71/21	EssilorLuxotica Letter	Members can contact Olivia Webster and Jonas Kron	ALL	Ongoing
70/21	MOTU's HRMI	Members can get in touch with Anne-Marie Brooks	ALL	Ongoing
69/21	ICCR letter regarding military crisis in Sudan	Members can get in touch with Rebecca DeWinter-Schmitt	ALL	Ongoing
68/21	ACCR Research on Sexual Harrasment	Those interested can contact Daisy Gardner	ALL	Ongoing
67/21	Forced labour policy and advocacy subgroup	Members interested should contact Min Wah Voon or Måns Carlsson	ALL	Ongoing
66/21	Updates on Modern Slavery Act	For further questions contact Måns Carlsson	ALL	Ongoing
65/21	FNPRWG	Sponsorship opportunities exist to support First Nations people's rights work - contact Alan Dayeh or Min Wah Voon	ALL	Ongoing
64/21	StockWatch	Contact Clare Bartram if interested in the report.	ALL	Ongoing
63/21	Carsten Primdal Presentation	Members can contact Carsten Primdal if they have any further questions	ALL	Ongoing
Previous				

62/21	Fair Supply Presentation	If you have any further comments or questions, please get in touch with Kim Randle	ALL	Ongoing
61/21	TIA Presentation	If you have any further comments or questions, please get in touch with Lisa Caripis	ALL	Ongoing
60/21	Stock Watch Report	Contact Clare if interested in the report.	ALL	Ongoing
59/21	FNPR WG Update	If you would like to discuss further, please contact Alan Dayeh	ALL	Ongoing
58/21	FNPR WG Sponsorship	Sponsorship opportunities exist to support First Nations people's rights work - contact Alan Dayeh or Min Wah Voon	ALL	Ongoing
57/21	Cultural Heritage Protection Toolkit	Toolkit will be available soon. If you have feedback once toolkit is published, please contact Michelle , Claire and Min Wah	ALL	Ongoing
56/21	Forced Labour Toolkit	Please contact Måns Carlsson with any further questions	ALL	completed

55/21	Monash Research	Any additional questions or feedback please get in touch with Nga Pham	ALL	Ongoing
54/21	Lock the Gate	For further information please get in touch with Mark Lyster .	ALL	Ongoing
53/21	Policy and Advocacy Subgroup	If you would like to join the Policy and Advocacy subgroup please get in touch with Måns Carlsson or Min Wah	ALL	Ongoing
52/21	Workplan Feedback	For general feedback on the workplan, please get in touch with Min Wah .	ALL	Ongoing
51/21	Next Meeting	Please ensure you are registered for our next meeting here .	ALL	Ongoing
50/21	Further initiatives	Raise any further initiatives or items for discussion that arise out of break out room discussions with Mans or Min Wah .	ALL	On Going
49/21	Feedback on draft Investor Toolkit	Provide feedback on draft Investor Toolkit - Human rights focus on Indigenous peoples' rights and cultural heritage protection . by Friday 7 July with Michelle and Min Wah .	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 Dhawura Ngilan 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 of play of First Nations Peoples' investment markets. Contact Alan	ALL	On Going
47/21	Engagement experiences on Xinjiang	If wish to share engagement experience with any Australian or Chinese companies on Xinjiang contact Clare and Min Wah.	ALL	On Going
46/21	Sector Impact Mapping	Contact Clare if interested in details of mapping of sectors against DFAT data.	ALL	On Going
45/21	Equator Principles	For further questions contact Rosemary and Alan	ALL	On Going
44/21	Support WA Cultural Heritage Bill	For details on how members may respond to the WA heritage bill, contact Min Wah (RIAA) ASAP.	ALL	In Progress
43/21	Supply Chain Insights	Contact Dr Kevin Franklin 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 Alan or Min Wah if interested to discuss the Juukan Gorge Senate Inquiry interim report recommendations .	All	Ongoing
43/21	Investors Against Slavery and Trafficking	Contact Kate if would like to know more about Investors Against Slavery and Trafficking (IAST)	All	Ongoing

		or Måns regarding modern slavery and Xinjiang generally.		
44/21	Climate risk and human rights	If interested to know more about the collaboration between RIAA, KPMG and Australian Human Rights Commission contact Suzanne or Mark .	All	Ongoing
45/21	First Nations peoples' rights working group	Contact Alan or Min Wah if interested in to learn more about the First Nations peoples' rights working group.	All	Ongoing
46/21	FMG	Contact Desiree if interested with engagement with FMG and relevant First Nations stakeholders.	All	Ongoing
47/21	Corporate engagement	Contact Michelle 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	Tim and Måns 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 Dean for more information.	All	Completed
51/21	2021 priorities, challenges & opportunities	Send summary of break out room discussions to Min Wah .	All	Completed
2020				
38/20	Acknowledge This!	Register for workshop	All	Completed
39/20	FMG	Contact Desiree Lucchese , U Ethical, if you hold FMG and would like to discuss.	All	Ongoing
40/20	Climate change & HR	Contact Mark Lyster or Nicolette 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 member survey for HRWG biennial review and future directions.	All	Completed
28/20	Sustainable Digitalisation Project	Complete survey SDP survey . Contact Ruben Langbroek 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 Alan Dayeh 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 this 4-question survey 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 AGL / BHP / Origin	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 research@altioem.org to build the library on this topic.	All	Completed
16/20	Anti-Slavery Australia	contact Yvette directly (Yvette.Selim@uts.edu.au) 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, IGCC and RI HRWG	1. Deliver initial report	IN PROGRESS	KPMG Banarra – led by Mark Lyster and Nicolette Boele (RIAA)
2	NGO Collaboration	2020 focus on First Nations Peoples rights.	2. Connect in to FNP sub-group and coordinate FPIC related engagement	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	ONGOING	ASFI – Nicolette Boele (RIAA) PRI – Simon O'Connor (RIAA) CHRB – Nicolette Boele (RIAA) GCNA – Nicolette Boele (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. Plan to select a topic of pre-competitive, mutual interest and value to RIAA members 6. Appoint a lead for this initiative 7. Develop work plan 8. Consider synergies with First Nations work	IN PROGRESS	Michelle Cameron, Refinitiv (Chair) Rachel Arbuckle (Milford AM) Claire Heeps (HESTA) Danielle Welsh-Rose (Aberdeen SI) Sandra Silea (Australian Super) Abby Frank (Regnan) Myrna Machuca-Sierra (individual) Måns Carlsson (Ausbil) Myrna Machuca-Sierra (individual) Alan Dayeh (Point Advisory) Nina Haysler (Point Advisory)
5	Events	Host keynote speakers (3 PA)	9. Kim Randle, Fair Supply – September 14 10. Carsten Primdal, ACAN – November 25 11. TBD – March, 2022 12. TBD – June, 2022	IN PROGRESS	

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 (ISS ESG Australia)
7	First Nations Peoples' rights	Longstanding issue but will leverage off #BLM movement, Rio Tinto incident, ASFI process. Priorities TBD.	14. Develop work plan. 15. Consider synergies with 3, 7 and ASFI process 16. Deliver initial project.	IN PROGRESS	Alan Dayeh, Chair and Objective Leads: Min Wah Voon (RIAA) Myrna Machuca-Sierra (Individual) Deborah Cotton (UTS) Claire Heeps (HESTA) Will Leak (BT) Julia Bailey (Melior) Rachel Arbuckle (Milford Asset Management)
8	Sustainable Digitalisation	Developing ESG indicators for investors to better manage digitalization (AI) risks and opportunities – property and infra	17. Survey members to determine materiality of issues 18. Feed into existing process, the investor lens 19. Trial ESG indicators in company valuation and engagements	IN PROGRESS	Inviting expressions of interest Nicolette Boele (RIAA) Michelle Cameron (Refinitiv) Erin Levy (ISS ESG Australia) <i>Alan Dayeh; Caitlin Medley, QBE</i>
9	Human Rights toolkit	Update the Human Rights tool kit including exploring available supply chain software, services and mapping tools.	20. Update human rights toolkit	COMPLETED	Tim Stamp (Mercer Australia) and Måns Carlsson (Ausbil IM)
10	*NEW* Forced labour advocacy subgroup	Monitor policy developments relating to forced labour, including the review of Modern Slavery Act in 2022, and develop advocacy initiatives accordingly.	21. Monitor and report on policy developments relating to forced labour 22. Advocacy initiatives - TBD	PENDING	Inviting expressions of interest Måns Carlsson (Ausbil IM)
11	*NEW*	HRWG facilitated panel session on a key topic for	23. TBD		Inviting expressions of interest Måns Carlsson (Ausbil IM)

	HRWG event for RIAA members and others	RIAA members and potentially the broader investment community. This could be at the RIAA 2022 conference or a stand-alone event.			
12	Year's Meeting Schedule		2021 September 14 November 25 2022 March 23 (Wednesday) June 23 (Thursday)		

RIAA member Human Rights Working Group Meeting #4

Thursday 25 November 2021



Responsible Investment
Association Australasia



Human Rights Working Group Meeting #4



Måns Carlsson, Head of ESG at Ausbil Investment Management Limited 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

Human Rights Working Group Meeting #4



Carsten Primdal, Remediation and Business
Engagement Advisor at the Australian Catholic
Anti-Slavery Network (ACAN)

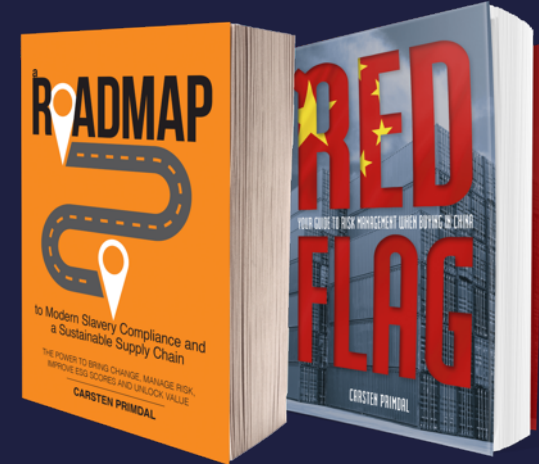
DOMUS
8.7

Modern Slavery Remediation Services

INTRODUCTION



- Carsten Primdal, ESG, Modern Slavery and Sustainable Supply Chain Specialist
- Author of “Red Flag” and “Road Map”
- Strategy, Process & On-the-ground integration
- Mitigated cases of slavery-like conditions in Asia
- +300 Factories in China, India, Bangladesh
- Risk assessment, Mitigation and Remediation



ERADICATING MODERN SLAVERY



By effectively addressing all five areas, businesses will be on a substantive path to eliminate Modern Slavery in their operations and supply chains.

REMEDICATION



What is Remediation?

Remediation is “the correction of something bad or defective”. In the case of Modern slavery, the victim must be supported, the perpetrator must be persecuted, and the business need assistance to avoid future repeat instances.

The Remediation Gap

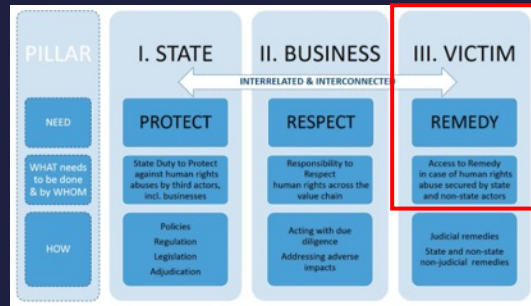
The right to remedy is a basic principle in international human rights law and a pillar of the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Australian Modern Slavery Act is based on the UNGPs and best practice to identify, mitigate and remediate cases of modern slavery.

The majority of Modern Slavery Act reporting entities have focused on identifying risk and developing steps to address these. Remediation has so far not been properly addressed. This is the Remedy Gap, which Domus 8.7 addresses.

WHAT



One-stop-shop; providing remediation services, through a shared services model, on behalf of the partners.



WHAT



VICTIM SUPPORT

- Social work
- Psychology
- Legal assistance
- Communications
- Impact statement collection
- Impact Assessment
- Crisis accommodation and support
- Community outreach



BUSINESS & HUMAN RIGHTS

- Proper care and due diligence
- Stress testing of your processes
- Compliance
- Collect and analyse the data
- Risk management process feed-back
- Improved resource allocation

REPORTING & MONITORING

- Qualitative supporting documentation that a comprehensive remediation process is in place and properly resourced
- Supplying metrics and information to be used in the modern slavery statement
- Providing close out reports for cases having been remediated



- Closed remedy gap
- Reduced exposure
- Protection of the brand and business
- Reduced liability to the Board & Executive

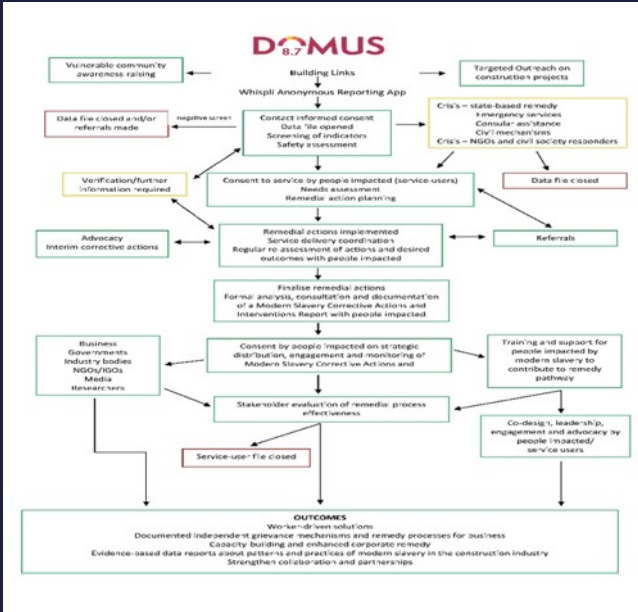
HOW

Domus 8.7 applies a One-stop-shop approach, where:

- a critical response can be provided fast, and a remedy pathway can be developed
- Domus 8.7 has developed templates, protocols and guidelines, which allow for a quick scoping of needs and a building blocks approach
- while complex in nature, our expert team, can provide advice across a range of disciplines, including social work, psychology, Business & human rights, legal and many more, ensuring comprehensive and methodical response
- a single point of contact and aggregation of specialist skills means there is no loss due to friction between entities providing different services
- an extensive global network is available, at short notice
- resources are available without the price tag of an internal team, sitting idle between cases.



DOMUS 8.7



WHY DOMUS 8.7



Domus 8.7, is a one-stop-shop approach, which:

- Operates with full confidentiality, client privilege, professional indemnity and proper assurances and services promises
- Reduce risk and exposure to the business and the Board of Directors
- Provides corporates with access to a scarce specialist pool of resources, allowing a rapid response to instances where modern slavery is found or suspected
- Is operating under a shared services model, Domus 8.7 is better equipped to respond to instances of modern slavery, often at the most inconvenient of times
- Allow partners to draw on Domus 8.7 team of specialist resources, rather than employing internally
- Provide a blueprint process for responding immediately rather than having to make up processes on the fly
- Reduce friction arising from the passing of cases from one specialist service provider to another.

WHY DOMUS 8.7



Compliance	Reputational	Operational	Governance
<ul style="list-style-type: none">• Ability to meet reporting obligations• Access to metrics, data & evidence-based outcomes• Information that can be included in the modern slavery statement	<ul style="list-style-type: none">• Improved reputational risk• Ability to demonstrate best in class governance practises to ESG driven funds and analysts.• Improved credibility• External assistance and validation by an independent organisation, assisting with remediation of this complex human rights abuse	<ul style="list-style-type: none">• Reduced Supply chain risk• Access to expert assistance• Cost savings accrual as there is no need to fund this resource internally• Minimisation of adverse financial impacts from unmanaged risks.• Ability to cascade some of the partnership inclusions down to suppliers• Bottom-up channel for sensitive information gathering• Access to awareness-raising resources and communications	<ul style="list-style-type: none">• Enhanced ability to demonstrate that process and policies are deployed• Information for feed-back and improvement of risk management process• Ability to demonstrate that all Modern Slavery Statement reporting criteria have been addressed.• access to exclusive events and engagement opportunities

DOMUS 8.7 INCLUSIONS



- Anonymised Domus 8.7 analytics aiding in benchmarking your Modern Slavery Statement, sustainability reporting and industry sector trends.
- Limited networking and knowledge sharing with other partners.
- Access to modern slavery awareness-raising resources.
- Access to modern slavery e-learning course including: Modern Slavery 101 and Business Relevance.
- Regular modern slavery communications (electronic).
- Acknowledgement on the Domus 8.7 website.

e-Learning Course overview

A grid of six thumbnail images representing different modules of the e-learning course. Each thumbnail includes a title, a brief description, and a list of key topics or features.

Overview	Modern slavery 101	Slavery and business
E-learning program highlights and features Develops capacity to integrate to risk management into systems and processes Engages key stakeholders pivotal to managing risk across ACAN Five e-learning courses for ACAN staff, suppliers and frontline workers Visual and interactive content, quizzes and links to external content Minuteflash LMS provides detailed analytics on learner participation and quiz results	Overview and Australian context Knowledge and understand the issue Core course for ACAN staff and suppliers Definition and legal aspects Slavery versus exploitation Numbers and countries associated with slavery Victims and vulnerable groups Common high-risk goods and services	Risks and opportunities Understand business context and relevance Core course for ACAN staff and suppliers Touchpoints and case studies Pressure and forces to manage risk Opportunities for responsible business Modern Slavery Act and compliance Risk management framework - 3 pillars
Staff action	Supplier action	Remedy pathways
Managing risk within ACAN organisations Understand organisational needs and take practical action Focus on ACAN Boards, management and staff Why ACAN needs to manage risk Types of operational / supply chain risk Rules and responsibilities to take action Five pillars framework to identify and manage risk Response if victims are suspected / identified	Managing risk within ACAN supply chains Understand organisational needs and take practical action Key and high-risk ACAN suppliers ACAN expectations to manage risk Benefits / opportunities of managing risk Types of operational / supply chain risk Five pillars framework to identify and manage risk Reporting and response if victims identified Future actions and working with suppliers	Making victims safe and supported Understand pathway and take action Frontline ACAN workers and specific staff Definition and overview of remedy Pathways available to ACAN members Identification of victims and key indicators Documentation and evidence gathering Immediate response and escalation Follow up and reporting processes / responsibility

GOVERNANCE & TEAM



Domus 8.7 is an agency of the Catholic Archdiocese of Sydney founded by The Most Rev Archbishop Anthony Fisher OP. “Domus” is the Latin word for “house” and 8.7 refers to United Nations Sustainable Development Goal, Target 8.7, which is focused on the eradication of forced labour, modern slavery and child labour by 2030.

Domus 8.7 Governance Committee:

- Peter Bokeyar, CEO Sydney Catholic Development Fund
- Luke Geary, Partner Mills Oakley
- John McCarthy QC, Chair, Sydney Archdiocesan Anti-Slavery Taskforce
- Paul McClintock, Chair St Vincent’s Health Australia
- Chris Meney, Chancellor, Archdiocese of Sydney
- Professor Zlatko Skrbis, Vice-Chancellor, Australian Catholic University

Team

- Alison Rahill, Executive Officer
- Jenny Stanger, Executive Manager
- Carsten Primdal, Business Engagement Advisor

ADDITIONAL INFORMATION



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AUSTRALIAN CATHOLIC
ANTI-SLAVERY
NETWORK

Thank you!



Investor toolkit:



Second edition of our widely used toolkit updated by Måns Carlsson (Chair, Ausbil) and Timothy Stamp (Mercer)

RIAA HRWG

Investor toolkit - Human rights with focus on supply chains

Updated version 2021

Timothy Stamp, Principal, Sustainable Investment, Mercer,

Måns Carlsson, Head of ESG Research, Ausbil

Background and context

Investor toolkit in 2018

- To assist investors to engage with companies / encourage better practices
- Pre-dated the Modern Slavery Act (2018)
- Contents:
 - Investor context
 - How to spot red flags
 - Common traits for leaders and laggards
 - Suggested engagement areas
 - Useful resources

Updated version in 2021

- Co-authors: Måns Carlsson & Janelle Morrison (Ausbil) and Timothy Stamp (Mercer)



The first version of the toolkit was produced in 2018 by the following group: Måns Carlsson (Chair), Ausbil; Dr Deborah Cotton, UTS Business School; Lisa Domagala, Solaris; Sandra Silea, Australian Super; Timothy Stamp, Mercer; and Nicholas Varcoe, Ausbil.

Updated toolkit 2021

- **Methodology**
 - Key inputs from MSA statements, best practice, learnings from investment community and international developments and the MSA / relevant guidance
- **Reference to the MSA 2018**
 - Referencing and language adjusted to the MSA 2018, e.g. remediation has been brought more into the fore
- **Strengthening best practice and company examples**
 - Major changes and updates
- **Strengthening the “potential questions”**
 - Updated to incorporate reference to emerging good practices and based on disclosures
- **Added section on ‘collaboration with peers and other stakeholders’**
 - Increasingly seeing collaborations, which can be very effective, emerge

Updated toolkit 2021

- Examples of good practice, including:
- **Supply chain mapping:** Decjuba Pty Ltd, Kathmandu...
- **Use of technology for traceability:** Oritain (A2 Milk, Myer, Country Road)...
- **Supply chain risk assessment:** IKEA, Woolworths...
- **Reporting / transparency:** Asaleo Care, Woolworths, Target, Adidas...
- **Xinjiang:** Nike
- **Sexual harassment:** Kathmandu
- **Grievance mechanisms / remedy:** Ulula (M&S, L'Oreal, CityChic)...
- **Labour hire fees / migrant workers:** IKEA, Woolworths, SEEK...
- **Aligning KPIs for procurement and responsible sourcing:** Gap Inc, Woolworths, Coles
- **Supply chain consolidation:** Wesfarmers, Adidas...
- **Collaboration:** Cleaning Accountability Framework, Australian Bankers Association, the Property Council...

DISCLAIMER

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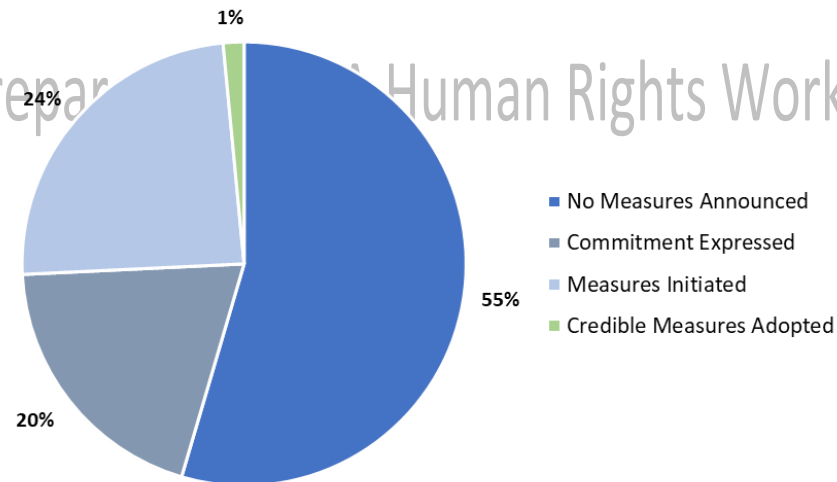


Remediation of forced labour

ISS ESG's Norm-Based Research (NBR) indicates that the majority of forced labour controversies globally are unremediated. In determining credible remediation measures, ISS ESG considers whether the company has implemented a time-bound corrective action plan, in consultation with workers or their representatives. NBR also consider whether the company is working to address the root causes of forced labour, such as irresponsible purchasing practices in supply chains, and whether it transparently reports on the progress of remediation measures.

Remediation of forced labour controversies

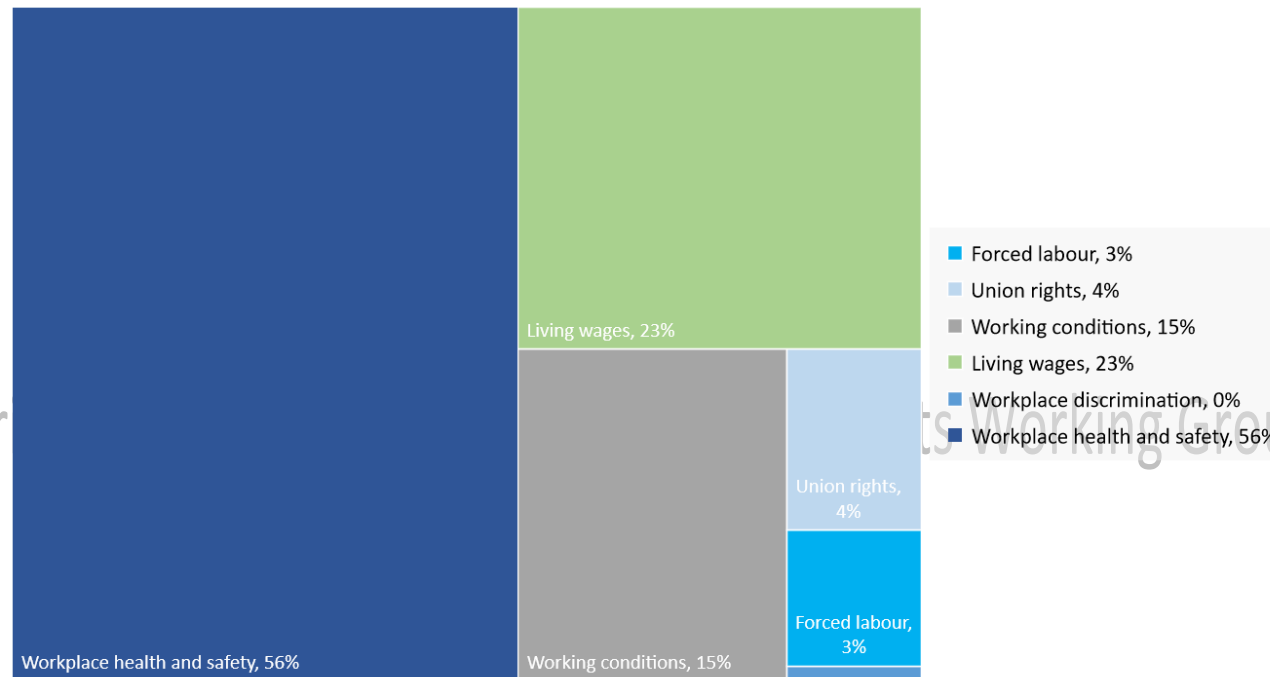
Source: ISS ESG Norm-Based Research



The Impact of COVID-19 on Labour Rights

COVID-19 corporate controversies by key theme

Source: ISS ESG Norm-Based Research



Wages

Several NGOs have documented widespread underpayment of wages and benefits, reduction in wages and denial of severance pay during the pandemic, particularly in the garment supply chain (see [Clean Clothes Campaign](#), [Business & Human Rights Resource Centre](#) and [Workers' Rights Consortium](#)). Buyers' cancellation of orders, non-payment of orders already in production and initiation of force majeure clauses, allowing them to circumvent contractual obligations, has resulted in the furlough and dismissal of millions of workers. NBR has issued assessments within the last 6 months for close to 100 cases related to underpayment of wages for over 30 separate companies, primarily concentrated in the Asia-Pacific region. The underpayment of wages and

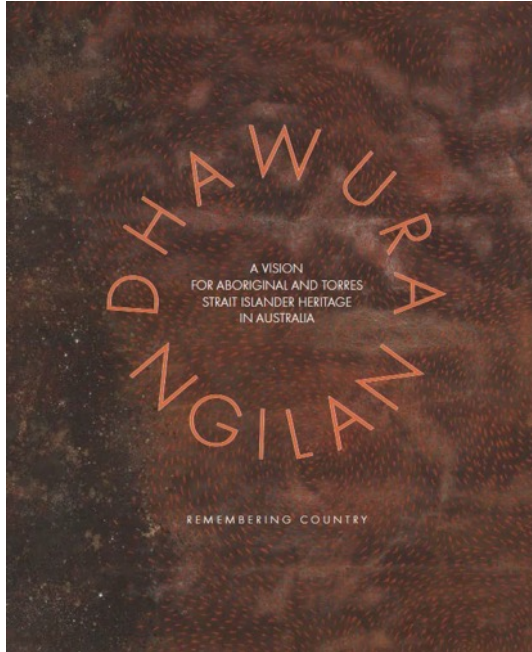
benefits during the pandemic has exacerbated existing issues of living wages. Several stakeholders report that industry-wide purchasing practices by buyers pressure suppliers to operate with minimal margins, undermining their ability to pay workers a living wage and leaving them without a safety net to withstand crises.

Vaccine Policies

While NBR has primarily documented COVID-19 labour controversies related to health and safety and wage issues, increasingly there are reports of companies failing to consult with workers and/or their representatives prior to implementation of a vaccine mandate, implementation of a policy in a discriminatory manner or limited consideration in the availability or accessibility of vaccines when enforcing a mandate. See for example [BHP Group Limited](#), [Virgin Australia Holdings Limited](#) and [United Airlines](#). The [International Labour Organization](#) (ILO) has some useful guidance on company approaches to COVID-19 protections, including setting standards for vaccination mandates. The ILO emphasises that while international labour standards do not directly address the question of mandatory vaccinations, occupational health and safety measures should be based on dialogue between employers and management.

Not for distribution, prepared for RIAA Human Rights Working Group Discussion

Dhawura Ngilan Business and Investor Initiative



Global Compact
Network Australia



First Nations
HERITAGE PROTECTION
ALLIANCE



Opportunity to partner with three peak organisations to support the business and investment community in practicing and demonstrating best-practice Indigenous cultural heritage.

Goodbye Nicolette!



Nicolette Boele, Executive Manager, Policy and Standards

Breakout group discussion

1. What have you found valuable with the Human Rights Working Group this year?
2. What would you like to see more of in 2022?
3. Discuss anything from meeting and/or wish to raise at next meeting
4. Any suggestions for 2022?

Meeting dates for 2022

Meeting #1 Thursday 3 March

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

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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