

HUMAN RIGHTS WORKING GROUP



Meeting #3 2023 Post Meeting Papers

Via Zoom – 24 August 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) 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 CountryLast Minutes approved	Submit any amendments to the Minutes to Antonia Bowlen (RIAA)
2. Subgroup Updates Digital Tech and Human Rights (Mark Lyster, Lyster & Associates) <ul style="list-style-type: none">The current focus of the subgroup is to develop a digital technology and artificial intelligence toolkit with the goal of enhancing investors' understanding, capabilities and to strengthen RIAA's advocacy efforts.The content for the toolkit development has been drafted and a project management tool has been implemented to monitor progress across various initiatives.Collaborative efforts have been established with the E-Safety Commission and University of Technology Sydney's Human Technology Institute. This approach aligns with governance and stewardship principles, fostering a collaborative initiative with CSIRO's Responsible AI Business Network.The subgroup plans to convene in October, with a focus on mobilising the team	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)

for drafting purposes. Volunteers are welcomed to join the toolkit development team.

Aotearoa New Zealand Collaborative Working Group (Dean Hegarty, RIAA)

- The Aotearoa New Zealand membership base has witnessed growth, accompanied by a notable increase in engagements. An important development has been the introduction of a New Zealand Stewardship Code, with RIAA holding the role of co-host for this initiative.
- The launch of an Aotearoa Collaborative Working Group is currently in progress. This platform will be accessible to RIAA members and is designed to facilitate formal collaborative work. The group is set to convene on a quarterly basis, with the first meeting scheduled for early October.
- A significant milestone was also reached last month with the announcement of the Modern Slavery Act in New Zealand.

Modern Slavery Update (Måns Carlsson, Ausbil)

- In May 2023, a report by Professor John McMillan was published, containing recommendations to the government regarding the Modern Slavery Act. The report received 136 submissions and 500 responses through an online survey. The RIAA Human Rights Working Group also submitted its recommendations.
- The feedback from Professor McMillan's report indicated that the responses had not significantly impacted the conditions of people living in modern slavery. Despite 30 recommendations emerging from the report, tangible changes remained limited, often described as a "race to a middle."
- RIAA took proactive steps by writing a letter to the Attorney General's department, expressing support for the review and certain recommendations. The letter also proposed ongoing collaboration between the RIAA Human Rights Working Group and the department, with potential for further recommendations.

3. Special Presentation: The Rights of a Child in 2023

Nicole Breeze, Chief Advocate for Children and Director of Programs and Advocacy in Australia at UNICEF

- The global framework underpinning UNICEF's work is established by the Children's Rights and Business Principles, jointly developed by UNICEF, UN Global Compact, and Save the Children. These principles outline corporate responsibility for respecting and supporting children's rights, guiding implementation efforts.
- UNICEF Australia and Ethical Partners recently conducted a benchmarking exercise of the S&P/ ASX 200. They utilised a global tool that had been developed by UNICEF for investors, to analyse the attention towards children's rights across Australian businesses.
- The tool comprises of ten indicators categorised into two groups: due diligence indicators involving governance, impact management, reporting, and disclosure; and issue indicators addressing child labour, decent work for young people, family-friendly workplace policies, marketing to children, and environmental and land use concerns.
- The benchmarking exercise found that disclosures made by Australian listed companies regarding their consideration of impacts on children's rights is still in its early stages of development.

For more information, please contact [Nicole Breeze \(UNICEF\)](#)

<p>Robyn Parkin, Head of Sustainability at Ethical Partners Funds Management</p> <ul style="list-style-type: none"> • Child rights is a critical area of human rights that is often overlooked by Australian companies but also investors globally. This has been reaffirmed by Sustainalytics, Global Child Forum and UNICEF. • The UNICEF and Ethical Partners benchmarking exercise found that child rights cover a much broader range of potential impacts than are currently being considered by ASX listed companies. For example, child rights are usually considered in a very narrow fashion, often only considering child labour. • Child rights are applicable to all companies across the ASX. All companies do, or can impact children, either negatively, positively or potentially through their products and services, supply chains, employees (parents), business partners, spheres of influence, community interactions, their impacts on wider global societal and environmental crisis. • The benchmarking research found that there is a need for a more specific child rights lens to be applied to existing human rights policies and practices to ensure their unique vulnerabilities and needs are addressed. Child rights are not an additional reporting burden but add value to all other organisational sustainability initiatives and ESG efforts. • To read the UNICEF Australia and Ethical Partners Funds Management benchmarking report, see here. 	<p>For more information, please contact Robyn Parkin (Ethical Partners)</p>
<p>4. Industry Updates</p> <p>StockWatch Report (Phil Sloane, ISS ESG)</p> <ul style="list-style-type: none"> • The StockWatch report provides an update on the recent human rights controversies including Ansell Limited, Corporate Travel Management Limited, Fortescue Metals Group, Social Impact of Water Scarcity and Forced Labour in the Solar Supply Chain. • For more information, read the full StockWatch Report attached. 	<p>For more information, please contact Phil Sloane (ISS ESG)</p>
<p>5. Other Business and Updates</p> <ul style="list-style-type: none"> • An ongoing parliamentary inquiry is being conducted to assess Australia's human rights record. • The Australian Clean Energy Council announces anti-slavery code of practice for renewables supply chain. • In January, Australia missed another deadline for ratifying the Optional Protocol against Torture, raising concerns about commitment to this international agreement. 	<p>For more information, please contact Antonia Bowlen (RIAA)</p>
<p>6. Closing remarks - Måns Carlsson (Chair, Ausbil)</p> <p>Next Meeting – 16 November – register here</p>	<p>Register</p>

Action Register

Ref	Action	Delegation	Status
New			
22/23	Register here for the next meeting	All	Pending
21/23	Submit any amendments to the Minutes to Antonia Bowlen (RIAA)	All	Pending
20/23	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)	All	Pending
19/23	For more information on the UNICEF and Ethical Partners Benchmarking Report, please contact Nicole Breeze (UNICEF)	All	Pending
18/23	For more information on the UNICEF and Ethical Partners Benchmarking Report, please contact Robyn Parkin (Ethical Partners)	All	Pending
17/23	For more information on the StockWatch Report, please contact Phil Sloane (ISS ESG)	All	Pending
16/23	For more information on other business and updates, please contact Antonia Bowlen (RIAA)	All	Pending
Previous			
15/23	Register here for the next meeting	All	Complete
14/23	For more about information about Walk Free's Global Slavery Index, please contact Matthew Coghlan (Walk Free)	All	Ongoing
13/23	For more information about the UN Global Compact, please contact Chris Caskey (UN Global Compact Network Australia)	All	Ongoing
12/23	For more information about the Investor Case for Mandatory Human Rights Due Diligence, please contact Ghislaine Nadaud (Robeco)	All	Ongoing
11/23	For more information about the Modern Slavery Act Review report, please contact Måns Carlsson (Ausbil)	All	Ongoing
10/23	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)	All	Ongoing
9/23	For more information about the Human Rights Working Group Workplan FY 24, please contact Antonia Bowlen (RIAA)	All	Ongoing
8/23	Register here for the next meeting	All	Complete
7/23	Register for RI Australia Conference 2023 here	All	Complete
6/23	For more information, please contact Joanne Bauer & Paul Rissman (Rights CoLab)	All	Ongoing
5/23	To be involved in an Australia & New Zealand TIFD Consultation Group, please contact Antonia Bowlen (RIAA)	All	Ongoing
4/23	For more information about the StockWatch Report, please contact Phil Sloane (ISS ESG)	All	Ongoing
3/23	For more information about Human Rights Due Diligence Reporting, please contact Freya Dinshaw (HRLC)	All	Ongoing
2/23	To get involved with a HRWG Subgroup, please contact Antonia Bowlen (RIAA)	All	Ongoing

1/23	For more information about HRWG Workplan, please contact Min Wah Voon (RIAA)	All	Ongoing
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Attendees (39)

	First Name	Last Name	Company
1	Adriana	Siddle	Deloitte Risk Advisory
2	Adrienne	O'Dell	UNICEF
3	Alan	Dayeh	Point Advisory Pty Ltd
4	Andy	Symington	KPMG Banarra
5	Anita	Stanley	Macquarie
6	Annabel	Hart	Point Advisory Pty Ltd
7	Antonia	Bowlen	Responsible Investment Association Australasia
8	Antonia	Parkes	Australian Super
9	Ayesha	Azeem	Maple-Brown Abbott
10	Brian	Kraft	Ndevr Environmental
11	Bridgette	McDonald	Pamoda Consult
12	Briony	Doyle Galovic	Responsible Investment Association Australasia
13	Charlotte	O'Meara	Challenger Limited
14	Claudia	Mah	Ethical Investment Services
15	Dean	Hegarty	RIAA
16	Desiree	Lucchese	U Ethical
17	Estelle	Parker	RIAA
18	Gemma	Livingston	KPMG NZ
19	Indy	Sukma	Price Waterhouse Coopers
20	Isabella	Marotta	Responsible Investment Association Australasia
21	Isabelle	Forday	Bendigo & Adelaide Bank
22	Jackie	Radisich	Future Super
23	Kaitlin	Priestely	Pinnacle Investment Management Group
24	Karren	Beanland	NZ Super Fund
25	Kate	Turner	First Sentier Investors
26	Louise	Halliwell	PwC
27	Mans	Carlsson	Ausbil Investment Management Limited
28	Mark	Lyster	Lyster & Associates
29	Michael	Fisher	IFM Investors (IFM)
30	Mike	Josephson	Ethinvest
31	Nicole	Breeze	UNICEF
32	Nina	Haysler	Australian Retirement Trust
33	Phil	Sloane	ISS ESG
34	Robyn	Parkin	Ethical Partners Funds Management
35	Sonia	Auld	QIC
36	Suzanne	Ballard	CBA
37	Tess	Fitzgerald	RPS

38	Venn	Purnell	Active Super
39	Yajaswi	Rai	RIAA Intern

Human Rights Working Group Meeting #3

Thursday 24 August



Responsible Investment
Association Australasia



Human Rights Working Group Meeting #3



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

Subgroup Updates

- Digital Tech & Human Rights (Mark Lyster, Toolkit Co-Lead)
- Aotearoa New Zealand Collaborative Working Group (Dean Hegarty, RIAA)
- Modern Slavery update (Måns Carlsson, Ausbil)

Industry Updates

- StockWatch Report (Phil Sloane, ISS ESG)

Special Presentation: The Rights of a Child in 2023



Nicole Breeze, Chief Advocate for Children and Director of Programs and Advocacy in Australia at UNICEF.



Robyn Parkin, Head of Sustainability at Ethical Partners Funds Management.

Special Presentation: Q&A



Nicole Breeze, Chief Advocate for Children and Director of Programs and Advocacy in Australia at UNICEF.



Robyn Parkin, Head of Sustainability at Ethical Partners Funds Management.

Other Business and Updates

- Working Group Governance (Måns Carlsson, Chair)

Working Group Member Portal

All Working Group meeting minutes and recordings are uploaded to the RIAA Member Portal.

Access the portal using your Glue Up credentials here:



Next Round of Working Group Meetings

Nature Working Group, Thursday 7 September- 12pm – 1.30pm AEST / 2pm – 3.30pm NZST

First Nations Peoples' Rights Working Group, Tuesday 2 November - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

Human Rights Working Group, Thursday 16 November – 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

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



Responsible Investment
Association Australasia

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BENCHMARKING OF S&P/ASX200 ATTENTION TO CHILD RIGHTS

Presentation for RIAA Human Rights Working Group

Context

Last year marked the 10-year anniversary of the **Child Rights and Business Principles** (CRBP) developed by UNICEF, UN Global Compact Network and Save the Children which articulate how the corporate responsibility to respect and support children's rights can be implemented.

The CRBP have 10 principles that call on companies everywhere to **respect and support children's rights** through their **core business actions**, but also through **policy commitments, due diligence and remediation measures**.

UNICEF Australia in partnership with Ethical Partners Funds Management conducted the first ever benchmarking of corporate Australia's consideration and attention to children's rights aligned to the CRBP using the UNICEF *Tool for Investors on integrating Children's Rights into ESG Assessment* released in April 2021.



A joint initiative of

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FUNDS MANAGEMENT

unicef 
AUSTRALIA
for every child

What are Child Rights?

Children and young people have the same general human rights as adults, but they also have specific rights that recognise their unique needs as children due to their age and development stage.

Children's rights are documented in the **UN Convention on the Rights of the Child in 1989**, the most widely ratified human rights treaty including by Australia in 1990.

For example,



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Context - Why Child Rights and Business?

There are over **5.5 million children under the age of 18 years in Australia** and globally this group forms a third of the total population.

Children are often amongst the most marginalised and vulnerable members of society, yet **children's particular needs and unique risk factors are often overlooked by businesses.**

Children are key stakeholders of business, as consumers, dependents of employees, young workers, future employees and part of the communities they operate in.

However, when it comes to **safeguarding and supporting children's rights within the business sector** there is still a long way to go.



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Child Rights - Materiality Issues for Businesses

Most Australian teens have viewed harmful content online but parents in the dark

On Safer Internet Day, research shows children exposed to violent sexual material, self-harm and unhealthy eating but are reluctant to speak up

Australia's e-safety commissioner issues legal notices to Apple, Meta and Microsoft

Posted Tue 30 Aug 2022 at 10:53am, updated Tue 30 Aug 2022 at 1:33pm

Queensland's Mount Isa Mines faces \$5m lawsuit over allegations lead poisoning caused teenager's brain damage

By Sally Eeles

Industrial Construction Services sentenced over worksite death of Perth teen Wesley Ballantine

By Rebecca Trigger

Posted Thu 25 Nov 2021 at 8:27pm, updated Mon 13 Mar 2023 at 6:38pm

Ikea Will Pay \$46 Million to Parents of Toddler Crushed to Death by a Dresser

The 70-pound Malm dresser had been the subject of a safety recall when it tipped over on Jozef Dudek, killing the 2-year-old.

Schools sue social media companies over youth mental health crisis



By Emma St George

Updated March 15, 2023 at 3:17 pm EST / Published March 15, 2023 at 6:00 am EST



Vaping firm agrees \$462m settlement over marketing to children

Deal brings much of Juul's legal issues to an end

New child safety laws now in force to prevent toppling furniture accidents

This announcement is for: [Consumer](#) [Tenant](#) [Property industry](#) [Landlord / lessor](#)

Revealed: The major Australian companies failing to meet basic child-labour standards

- Hisense and Palsonic were the worst offenders, while Nokia topped the list of companies investigated
- Big names Woolworths and Dick Smith have room for improvement
- Report authors Baptist World Aid Australia hopes consumers will bring about change

Muffin Break franchise hit with 360 child labour charges

Alleged offences include employing children without a permit and not providing required rest breaks

TikTok fined £12.7m for misusing children's data

🕒 4 April

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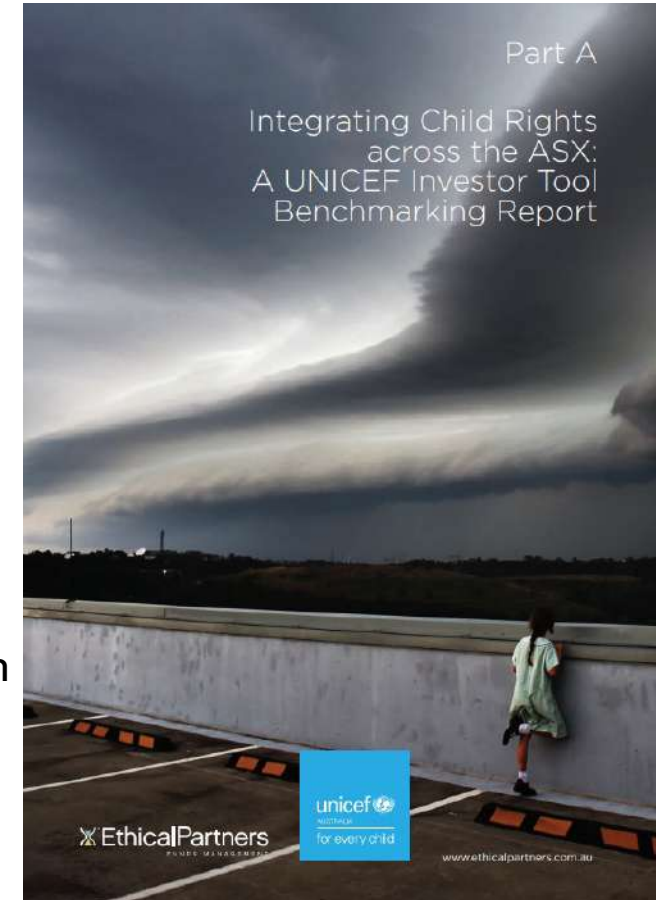
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Project Aims

Our aims:

- Understand the attention to child rights across Australian listed companies.
- Provide best practice guidance from UNICEF experts on how companies can better consider children's rights.
- Stimulate further engagement with ASX companies on how they could better consider their disclosures, policies and practices regarding children's rights.
- Deepen the conversation between investors and ASX listed companies about the impact of companies across the ASX on children and their rights, and how these can be better understood, assessed, disclosed and protected.

The benchmarking exercise was conducted of the S&P/ASX 200 (+14 Ethical Partners portfolio companies from the ASX300) and our reports published in September 2022.



A joint initiative of



Findings: Strengths identified in the benchmarking

Australian listed companies' disclosure of their consideration of their impacts on children and their rights is still very much in its infancy. Currently areas of strength can be seen as:

81% of S&P/ASX 200 companies publicly disclose a zero-tolerance policy to child labour.

57% of S&P/ASX 200 companies disclose that they have a philanthropic commitment that supports child rights-based organisations.

62% of S&P/ASX 200 companies disclose that they offer and support flexible working arrangements.

Strong engagement and interest from the corporate sector:

35% of ASX200 companies have since further engaged about their results and how they can better respect and support child rights.

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Findings: Gaps identified in the benchmarking

Less than 1% of companies disclose that they have a commitment to respecting child rights beyond child labour.

Only 2% of companies disclose that they have a child safeguarding mechanism or policy.

Only 2% of companies disclose that they identify children as a stakeholder group and engage directly with them.

Only 6% of companies include children's rights in their materiality assessments.

No company disclosed that they had specific data privacy standards for children.

Less than 1% of companies disclose that they specifically consider the heightened risks to children in relation to climate change.

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Ethical Partners and UNICEF Australia Child Rights Benchmarking Research

RIAA Human Rights Working Group August 2023



Why this report?

- Ethical Partners has considered child rights within our in-house investment analysis and screening processes since 2020.
- It was becoming increasingly clear that ASX company disclosures on and understanding of child rights as a specific area of human rights was very limited
- In the process of undertaking research on how we could more comprehensively approach this issue, we became aware of the *“UNICEF Tool for Investors on Integrating Children’s Rights into ESG assessments”*
- We then approached UNICEF Australia to propose a collaborative report using this tool to benchmark the ASX 200 on their attention to child rights in order to:
 - Attain a more fulsome picture of the understanding of and disclosures relating to child rights across the ASX
 - Stimulate further engagements with ASX companies regarding child rights
 - Stimulate further conversations between ASX investors/asset owners/asset managers on child rights

UNICEF Tool for Investors on Integrating Children's Rights into ESG Analysis

- <https://www.unicef.org/reports/tool-investors>
- Released in 2021
- Built on 2019 UNICEF and Sustainalytics Investor Guidance:
https://www.unicef.org/csr/files/FINAL_Investor_Guidance_UNICEF_Sustainalytics.pdf



Benchmarking process

1

First benchmarking of this type to be undertaken globally

2

Benchmarking conducted by Ethical Partners sustainability team in FY21

3

Several additional indicators added relevant to Australian context and emerging issues

4

All 214 companies provided with our results and an opportunity to provide additional disclosures or clarification.

5

Sharing the results provided a subsequent engagement opportunity with over 80 companies

6

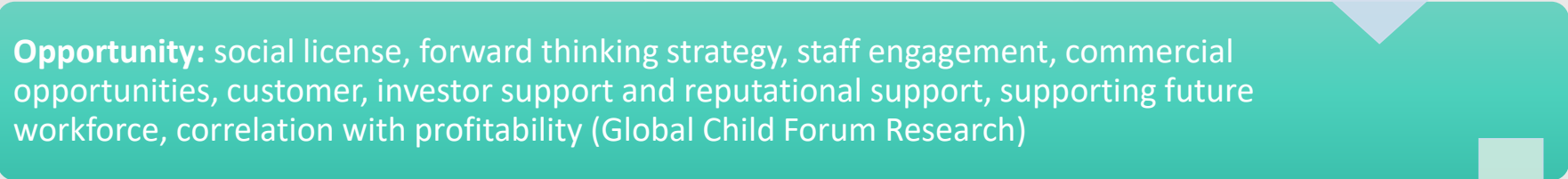
Published a best practice guidance document for ASX listed companies on based on the 10 steps contained in the UNICEF tool

Why is this relevant to ASX companies and investors?

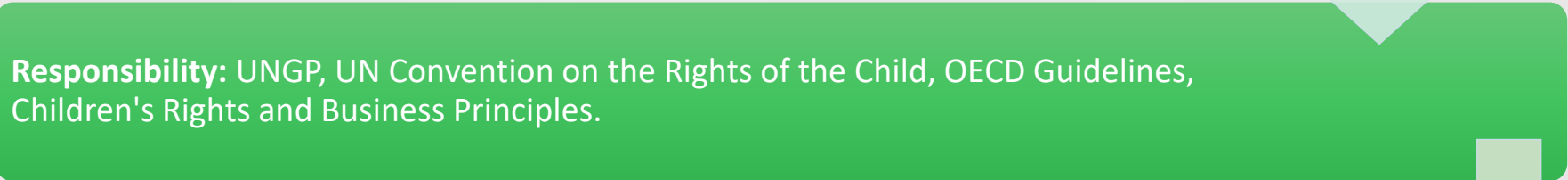
Risk: commercial, legal, operational, reputational



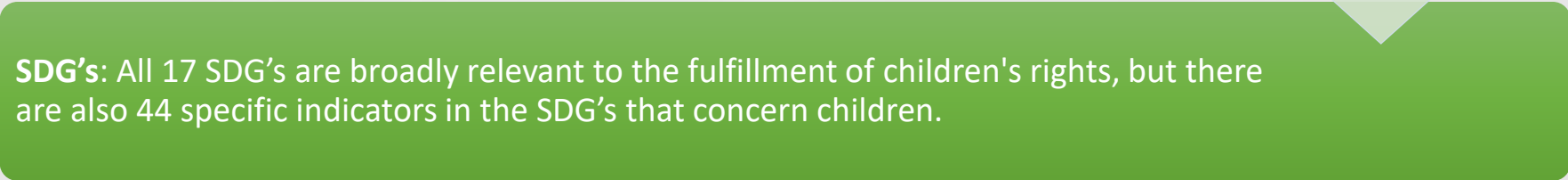
Opportunity: social license, forward thinking strategy, staff engagement, commercial opportunities, customer, investor support and reputational support, supporting future workforce, correlation with profitability (Global Child Forum Research)



Responsibility: UNGP, UN Convention on the Rights of the Child, OECD Guidelines, Children's Rights and Business Principles.



SDG's: All 17 SDG's are broadly relevant to the fulfillment of children's rights, but there are also 44 specific indicators in the SDG's that concern children.



Why do we need a specific focus on Childrens rights?

Children have unique vulnerabilities

Their specific needs may be overlooked in a generalized approach to human rights

They are key stakeholders, but their voices are usually the least heard

They are the least able to advocate for their rights or seek justice when their rights are infringed


They are the most affected by impending global crisis like climate change

Children are often a “blind spot” for both companies and investors

However, they are also the company's future customers and sources of product/operational growth

Key takeaways of our benchmarking research

Child rights cover a much broader range of potential impacts than are currently being considered by ASX listed companies: Child rights are usually considered in a very narrow fashion, often only considering child labour.



Child rights are applicable to all companies across the ASX: common misunderstanding that if their business did not undertake direct activities with children that these issues did not apply to them.



All companies do – or can - impact children – either negatively, positively or potentially - through:

their products and services

supply chains

Employees (parents)

business partners

spheres of influence/leverage

community interactions

their impacts on wider global societal and environmental crisis.

Key takeaways of our benchmarking research





“Crawl around your company”:
Have a good look at your entire corporate footprint to consider in a
broader and deeper way

- Where perhaps might you be negatively impacting children in a way you haven't previously thought of?
- Where could you potentially impact children in a positive manner that you hadn't previously considered?
- Can you identify any opportunities within your operations, value chains or spheres of influence to improve your impact on child rights or proactively promote child rights?

Step One: Governance and Commitment.



Ensure and disclose specific board oversight on children's rights.

Less than 1% of S&P/ASX 200 companies clearly disclose board accountability for the protection of child rights within their corporate footprints.

Ensure and disclose a robust policy commitment to address child rights wider than child labour.

In general, this indicator was particularly poorly addressed across the ASX, with less than 1% of companies disclosing a clearly defined child rights commitment.

ASX companies are commended on their generous philanthropic giving towards children but are also encouraged to widen their view on how they impact children and their rights beyond charity.

57% of the S&P/ASX 200 companies benchmarked were involved in philanthropic commitments to organisations that support children's rights.

Step Two: Managing Impacts on Children's Rights.



Disclose how you ensure that you integrate children's rights into your impact assessments.

Less than 1% of S&P/ASX 200 companies clearly disclosed how they integrated child rights into their impact assessments.

Disclose that you identify children as a specific stakeholder group and how you engage with them.

Only 2% of S&P/ASX 200 companies disclosed that they specifically identify children as a uniquely vulnerable stakeholder group and/or engage with them.

Disclose how your grievance mechanisms cover child rights wider than just child labour, and show how you ensure that your grievance mechanisms are accessible to children.

Only 2% of S&P/ASX 200 companies disclose that they had grievance mechanisms that provided a way in which people can raise concerns about wider impacts on children and their rights.

Ensure and disclose that you conduct specific child rights training.

Only 2% of companies disclose they conduct any training on impacts on child rights wider than child labour.

Disclose how you ensure your company aims to support the rights of Indigenous children.

Whilst around 50% of ASX listed companies disclose that they consider Indigenous rights, very few companies disclose specific policies or practices aiming to protect Indigenous children, or their programs aimed at positively impacting outcomes for Indigenous children or identify Indigenous children as a particularly vulnerable stakeholder group.

Step Three: Reporting and Disclosure.



Provide regular, transparent and detailed reporting on your companies' impact on child rights.

Only 2% of companies reported on their child rights impacts (wider than a singular focus on child labour) in transparent and detailed disclosures.

Disclose how you ensure that you consider children's rights in your materiality assessments.

Only around 6% of S&P/ASX 200 companies disclosed that they included children's rights in their materiality assessments.

Step Four: Collaborations and Partnerships.



Participate in and disclose your companies' external initiatives or partnerships to protect children and their rights.

11% of S&P/ASX 200 companies disclosed their external partnerships or initiatives to support children and their rights (further than those focused solely on philanthropy).

Show how the protection of children and their rights is integrated into your SDG commitments – and how these are then integrated into your corporate strategy.

Very few companies specifically addressed how their SDG commitments considered children as a particularly impacted stakeholder, or how their commitments to the SDG's was directly integrated into their core business strategies.

Step Five: Children's Rights in Business Relationships.



Ensure and disclose that you are addressing a broad consideration of child rights in your supplier assessments.

Only 24% of companies specifically referred to child labour in their disclosure on their supplier assessments. There was also a nearly complete absence of disclosure on the consideration of a wider set of children's rights impacts in supplier assessments.

Ensure and disclose how you address impacts on children and their rights in your Supplier Code of Conduct.

Inclusion of the protection of a child rights lens wider than child labour within supplier codes of conduct was markedly lacking across S&P/ASX 200 companies.

Even when considering only child labour, less than half of the companies we analysed clearly disclosed a specific child labour clause in their supplier codes of conduct.

Step Six: Child Labour and Decent Work for Young Workers.



Ensure and disclose a comprehensive and thoughtful policy on child labour.

81% of the S&P/ASX 200 companies have made a clearly disclosed public commitment not to use child labour.

Ensure and disclose a thoughtful and specific child labour remediation policy.

Less than 1% of S&P/ASX 200 companies disclosed a specific remediation policy to address child labour.

Disclose how you specifically consider working conditions for young workers.

Only 20% of S&P/ASX 200 companies clearly and publically disclose how they proactively protect their young workers.

Ensure and disclose that you have a focus on training and development of young workers through traineeship/graduate programs.

Only 25% of S&P/ASX 200 companies clearly disclosed that they had a focus on training and development of their young workers.



Step Seven: Decent Work for Parents and Caregivers.



Ensure and provide detailed public disclosure on adequate parental leave policies.

6% of S&P/ASX 200 companies did not publically disclose any parental leave policy.

Ensure and disclose that your company explicitly guarantees job security for parents returning to work after parental leave.

Only 43% of S&P/ASX 200 companies clearly disclose that they guarantee job security for parents returning to work after parental leave.

Ensure and disclose that your company supports workers to breastfeed for as long as they choose.

Only 47% of the S&P/ASX 200 companies benchmarked publicly disclosed how they supported breastfeeding at work.



Ensure and disclose that your company includes the health and safety of pregnant and breastfeeding workers in your policies.

Only 33% of S&P/ASX 200 companies clearly disclose how they specifically consider the health and safety of pregnant and breastfeeding mothers in their policies.

Ensure and disclose that the company offers and supports flexible working arrangements.

Only 62% of companies disclose that they offer and support flexible working arrangements.

Ensure and disclose that the company offers subsidies for childcare, onsite childcare or Referral services.

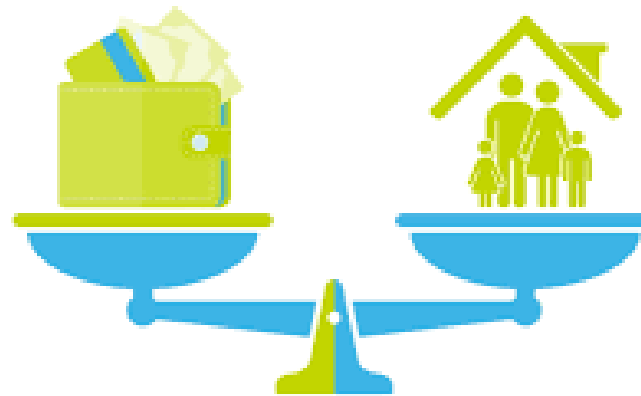
Only 62% of companies disclose that they offer and support flexible working arrangements.

Ensure and disclose your company's diversity and/or inclusion policies that support equal opportunities and non-discrimination.

Pleasingly, 94% of the S&P/ASX 200 companies publicly disclose these policies.

Ensure and disclose that the company is addressing 'living wages'.

Only 7% of S&P/ASX companies clearly disclose how they are addressing living wages in either their own operations or their supply chains.



Living Wage

Ensure and disclose that the company have some level of support for domestic violence through policies or support mechanisms.

Only 53% of companies disclosed that they have some level of support for domestic violence through policies or support mechanisms.

Step Eight: Child Protection and Safety.



Ensure and disclose that the company has some sort of child safeguarding mechanism or policy.

Only 2% of all companies clearly disclose that they have some sort of child safeguarding mechanism or policy.

Ensure and disclose that the company has specific mechanisms for children's product safety.

Only 21% of the 71 companies for which this indicator is relevant clearly disclose to investors that they have specific mechanisms for children's product safety.

Ensure and disclose that you have clear, proactive and thoughtful measures in place to protect children in relation to digital services throughout your company's spheres of influence.

Less than 3% of companies disclose that they have measures in place to protect children in relation to digital services.

Ensure and disclose that the company has specific data privacy standards for children.

No ASX listed company clearly and publicly disclosed specific data privacy standards for children.

Ensure and disclose that the company considers child rights in their security arrangements.

Only 16% of the companies for whom this indicator was relevant disclosed that they considered child rights in their security arrangements.

Step Nine: Marketing to Children.



Ensure and disclose that the company has a focus on healthy food for children.

Only 38% of the 26 companies for which this indicator is relevant disclose that they have a focus on healthy food for children.

Ensure and disclose that the company has a responsible marketing commitment on limiting marketing to children.

Only 6% of the S&P/ASX 200 companies benchmarked disclose that they have a responsible marketing commitment on limiting their marketing to children.

Ensure and disclose that the company has responsible digital marketing practices in regard to children.

Only 2% of companies disclose that they have responsible digital marketing practices in regard to children.



Step Ten: Environment and Land Use.



Ensure and disclose that the company considers children's rights specifically in their land acquisition and land use policies.

None of the 57 companies for whom this indicator is relevant clearly and publically disclosed children as a uniquely vulnerable stakeholder group within their policies relating to land acquisition or use.

Ensure and disclose that the company specifically considers pregnant women and children as a unique stakeholder group in their environmental assessments.

No S&P/ASX 200 company clearly disclosed that they consider pregnant women or children as a uniquely vulnerable stakeholder group in environmental assessments.

Climate crisis brings stark intergenerational injustice but rapid emission cuts can limit damage



Ensure and disclose that the company specifically considers children's rights or considers children a unique stakeholder group in relation to the risks of climate change.

Less than 1% of S&P/ASX 200 companies disclose that they specifically consider children's rights/ consider children a unique stakeholder group in relation to the risks of climate change.

"A child born now is likely, on average, to have experienced three or four times as many extreme climate events in their lifetime as their grandparents did," Howden says.



<https://www.ethicalpartners.com.au/post/integrating-child-rights-across-the-asx-part-a>

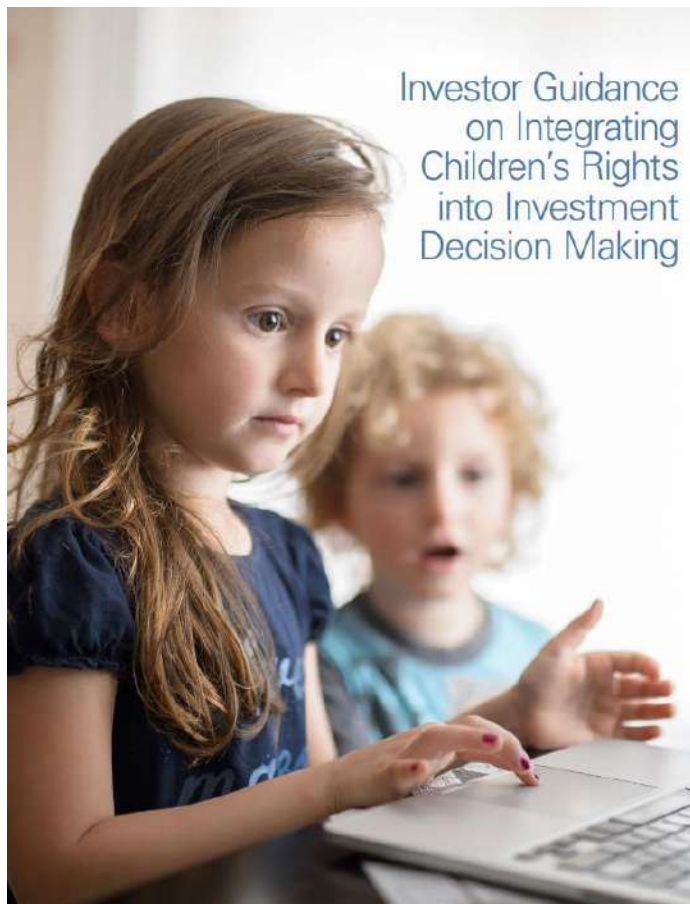


<https://www.ethicalpartners.com.au/post/integrating-child-rights-across-the-asx-part-b>

RIAA HRWG Child Rights Presentation:

Ethical Partners Funds Management and UNICEF

Resources for Investors



https://sites.unicef.org/csr/files/FINAL_Investor_Guidance_UNICEF_Sustainalytics.pdf

<https://globalchildforum.org/>



Children's rights Expectations of companies

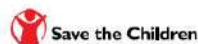


https://www.nbim.no/contentassets/f5f7addcb20945dfa3560183f6f89d01/childrens_rights.pdf



Children's Rights and Business Principles

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CHARTING THE COURSE:

Embedding children's rights in responsible business conduct



United Nations
Global Compact



Save the Children

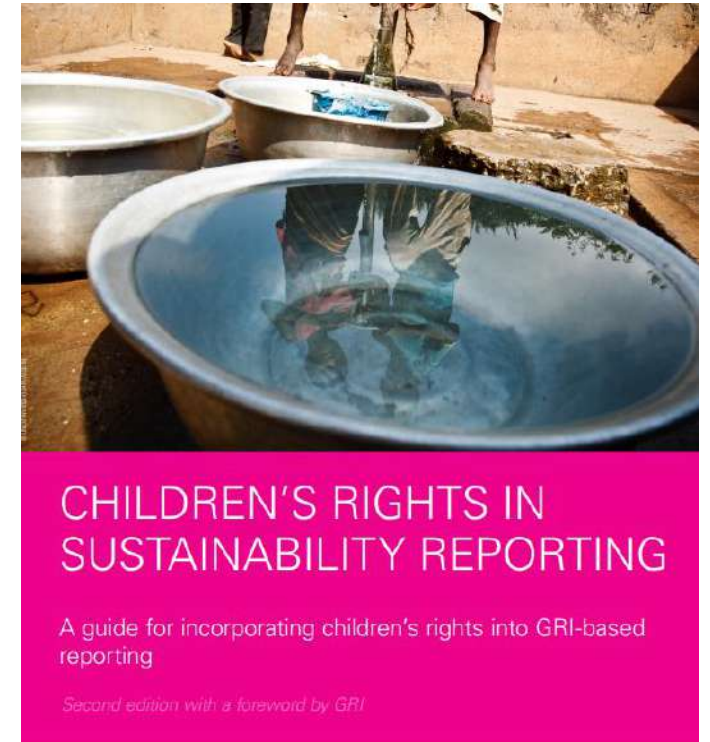
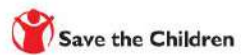
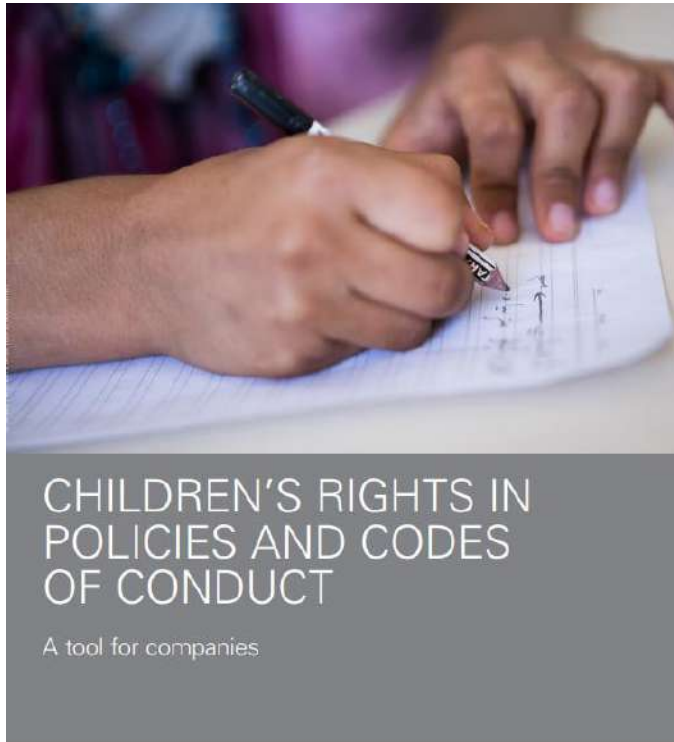


CHILDREN ARE EVERYONE'S BUSINESS - WORKBOOK 2.0

A tool for companies



<https://www.unicef.ca/sites/default/files/2019-01/Childrens-Rights-in-Impact-Assessments.pdf>



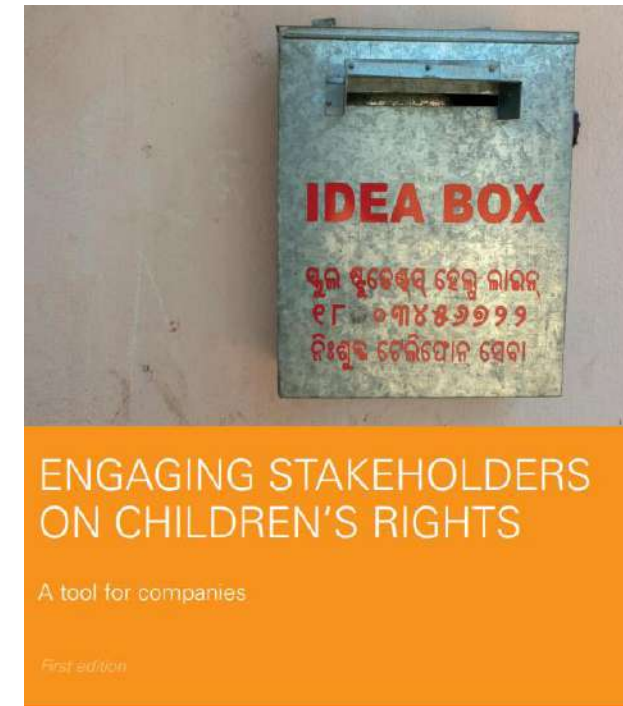
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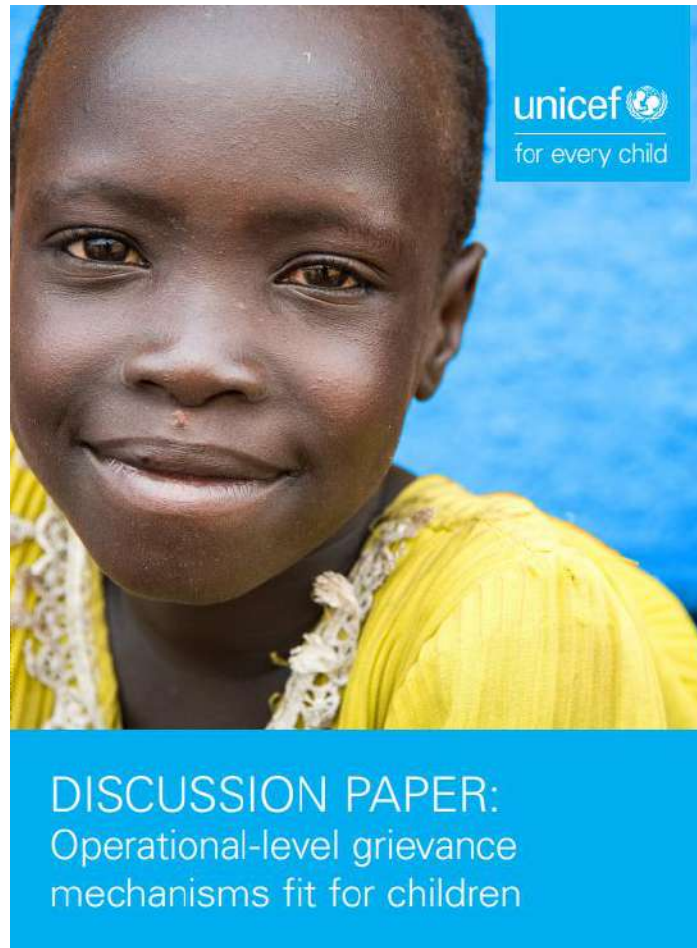
https://sites.unicef.org/csr/css/Stakeholder_Engagement_on_Childrens_Rights_021014.pdf



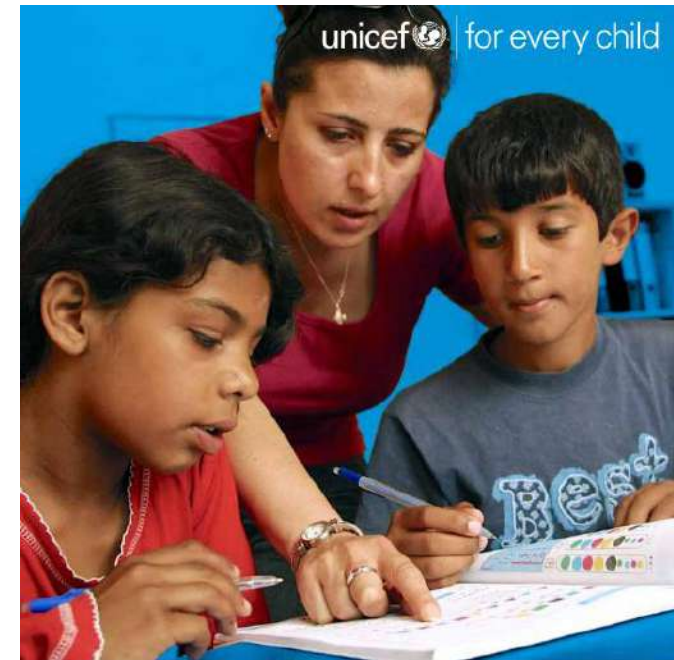
unite for
children



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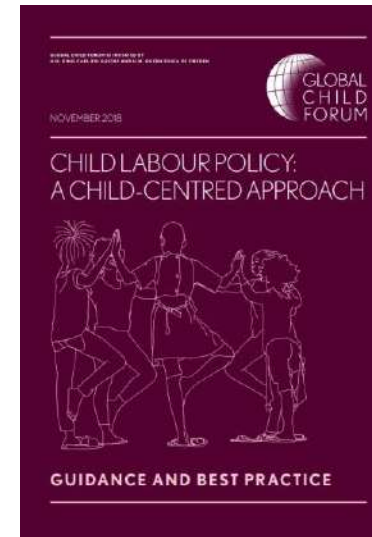
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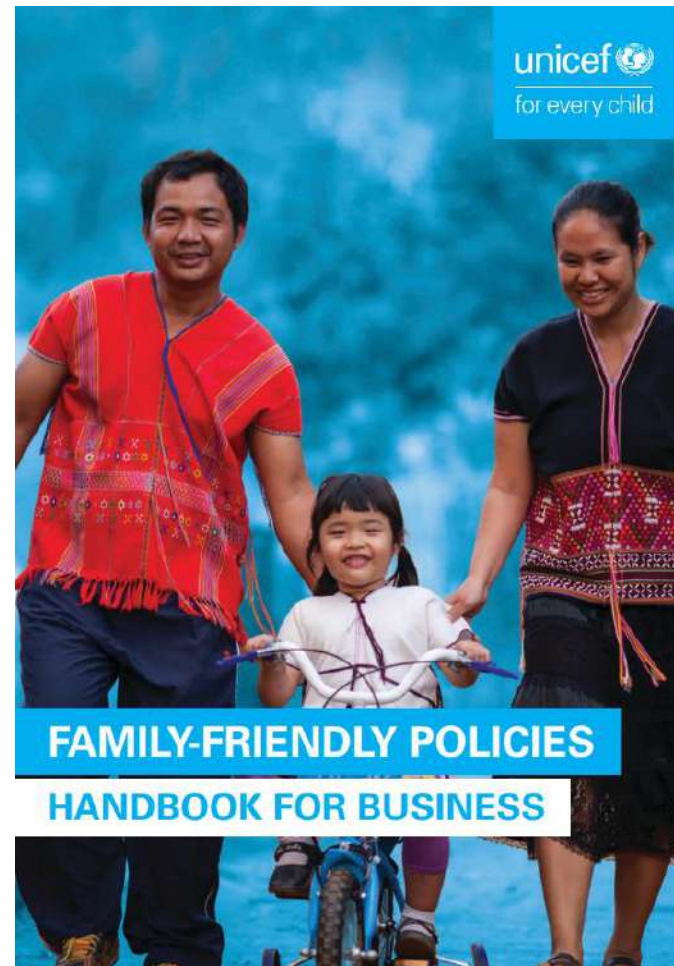
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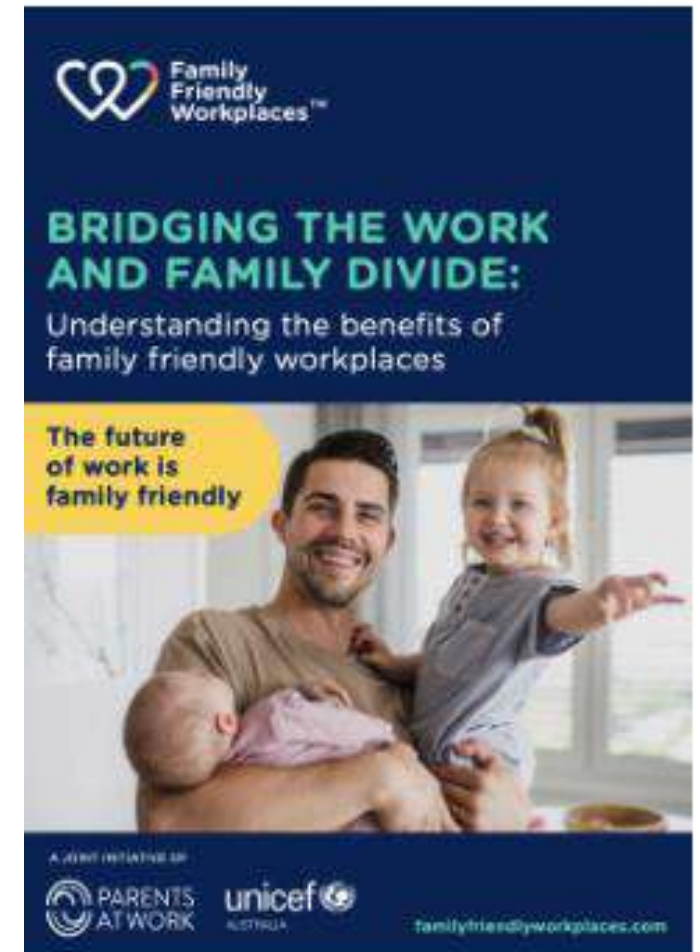


Designing and supporting gender equitable parental leave

Insight Paper



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<https://familyfriendlyworkplaces.com/>



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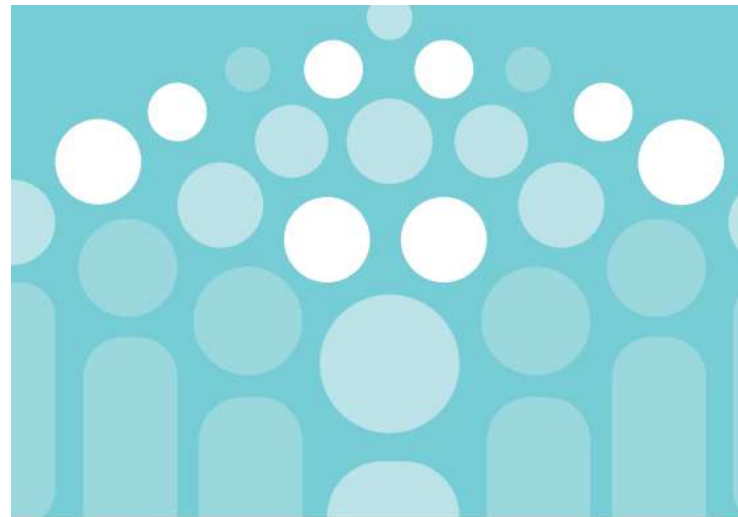
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Development sector

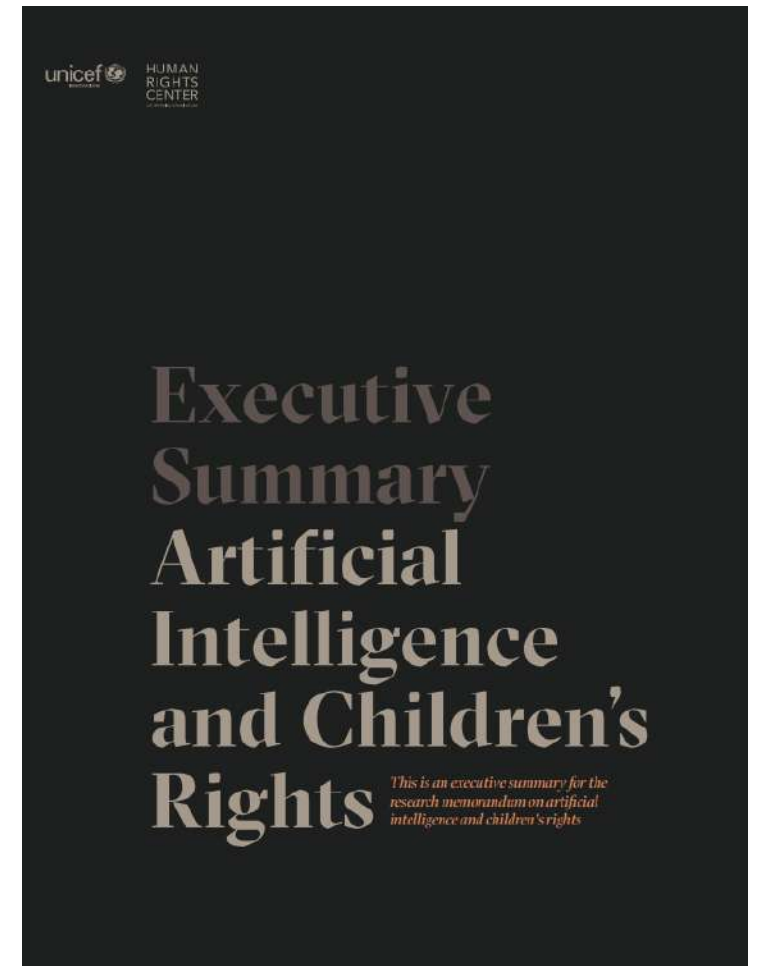
Guidelines for industry on Child Online Protection 2020



INVESTOR ALLIANCE
FOR HUMAN RIGHTS
AN INITIATIVE OF ICCR

SECTOR-WIDE RISK ASSESSMENT:
Information and Communications
Technology (ICT)

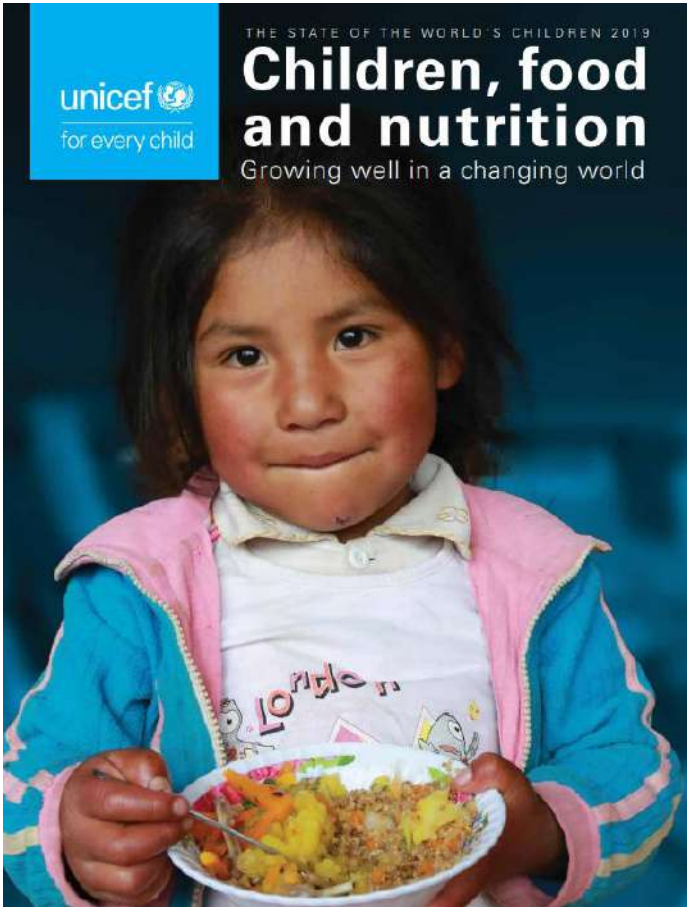
SALIENT ISSUE BRIEFING:
Child Rights



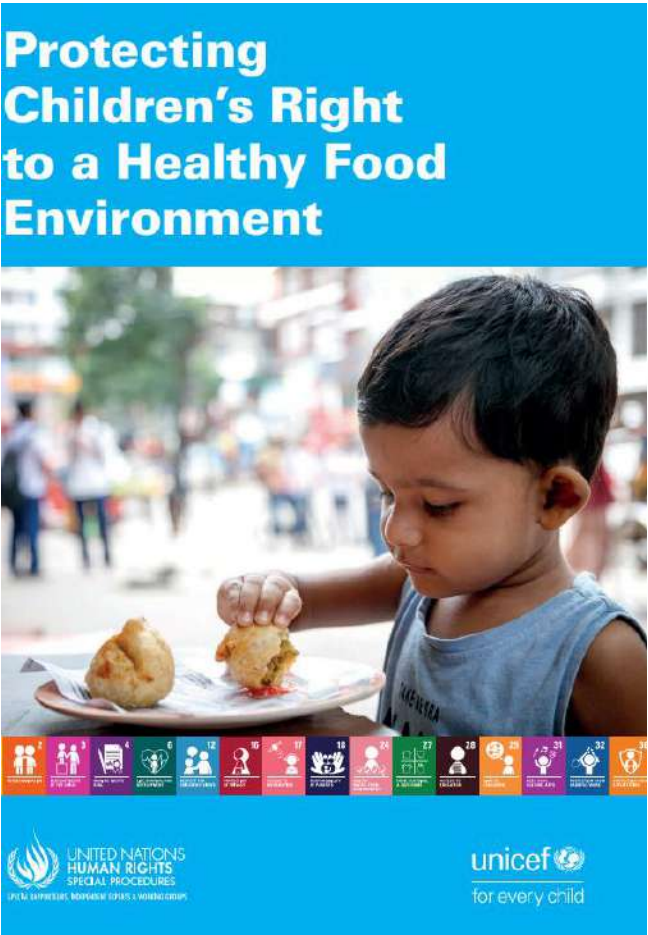
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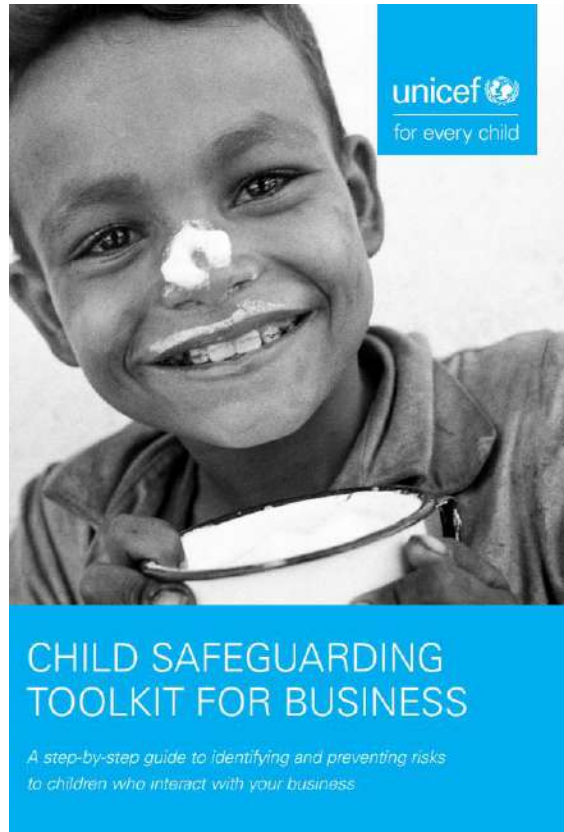
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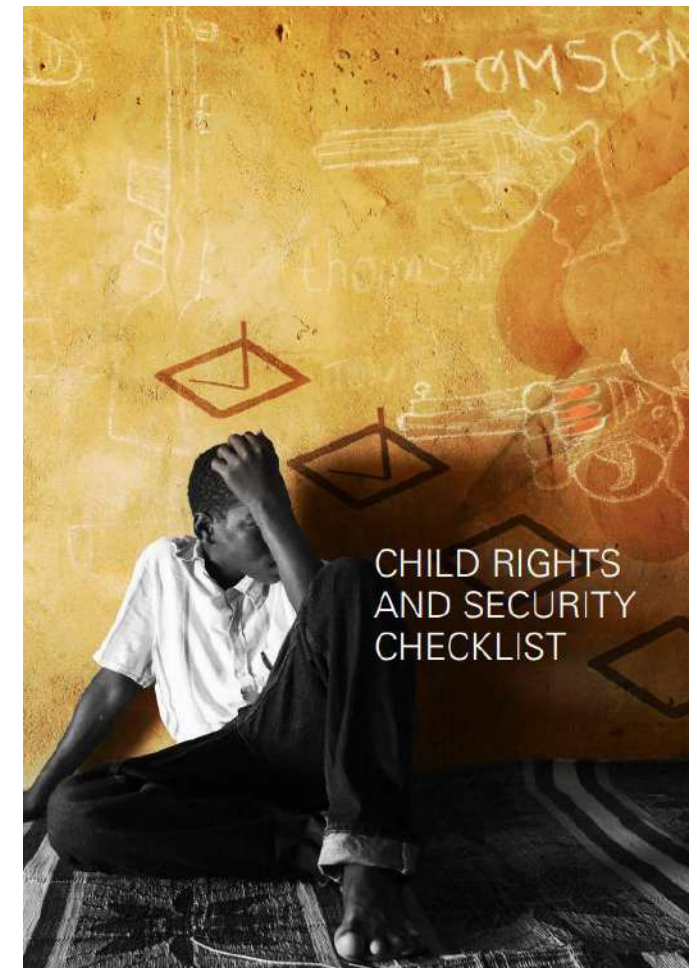
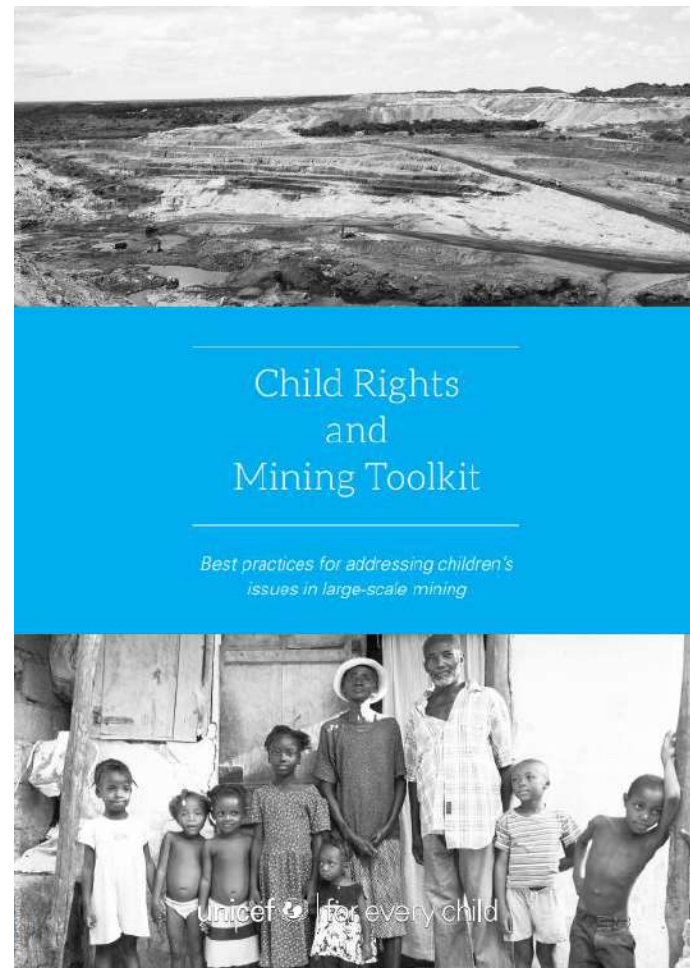


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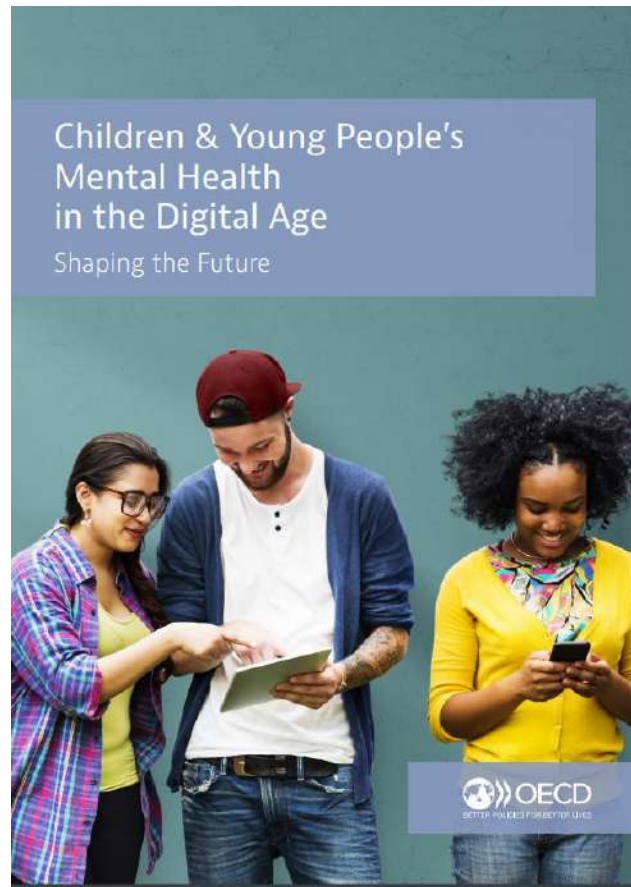


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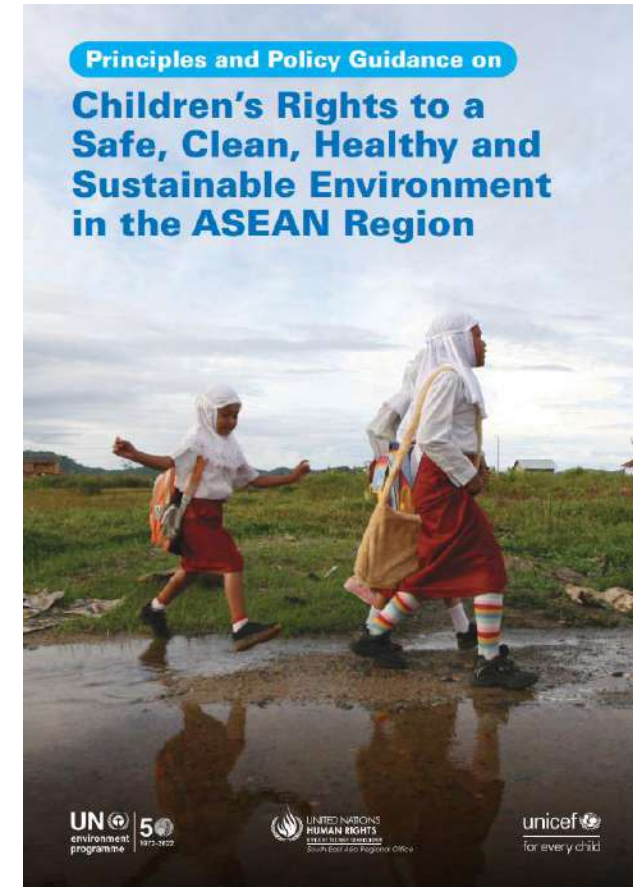
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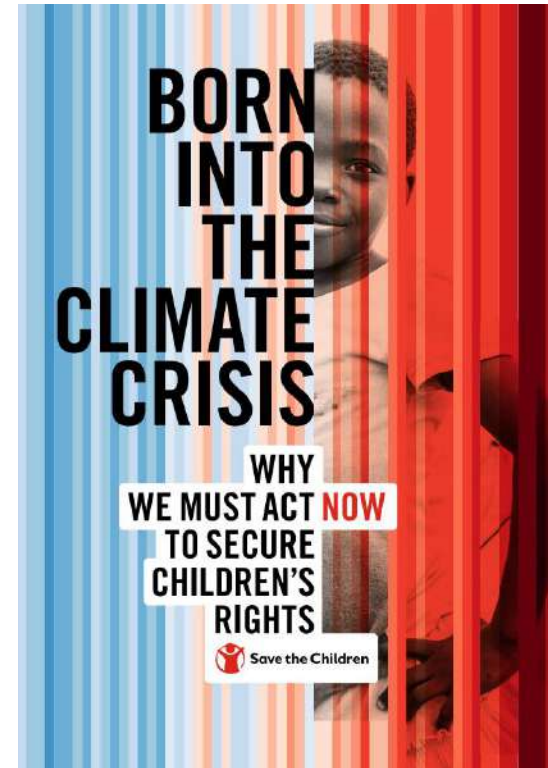
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Recent human rights controversies – Update

Ansell Limited

Glove manufacturer Ansell is facing accusations of abandoning workers from Myanmar after laying them off from its factory in Thailand. Advocates for migrant workers and human rights lawyers allege that the company is putting these workers at risk of forced labor and human trafficking by providing inadequate compensation packages. The workers were informed abruptly that they would no longer have jobs, leading to concerns that they might be compelled to return to their conflict-affected home country. Ansell asserts that it has fulfilled its legal obligations under Thai law by providing remaining wages, a month's pay as notice, and severance pay to the workers. However, experts claim that the workers, whose immigration documents have expired, could face dangers such as deportation to Myanmar, where they might be placed in precarious situations like underground camps across the border. [[SMH, 14/08/2023](#)]

Corporate Travel Management Limited

The Bibby Stockholm, a barge with hundreds of bedrooms, is playing a significant role in the British government's efforts to address the rise in migrants attempting to cross the English Channel. Managed by Corporate Travel Management, the barge is being used to accommodate asylum seekers. The UK's approach to handling migration and its adoption of slogans like "stop the boats" are reminiscent of Australia's past policies. While some view the conditions on the barge positively, others liken it to a "recipe for disaster." This situation highlights the complexities of immigration policies and their implications. [[ABC, 10/08/2023](#)]

Corporate Travel Management Limited

Asylum seekers have been evacuated from the Bibby Stockholm, a temporary accommodation barge off England's south coast, after traces of the deadly legionella bacteria were found in the vessel's water system. The Home Office stated that the evacuation was a precautionary measure, and none of the 39 asylum seekers displayed symptoms of Legionnaires' disease. The Bibby Stockholm's use as housing for asylum seekers has been controversial, with the British government claiming it to be a cost-effective solution. The barge's management is handled by Corporate Travel Management, a global travel company headquartered in Australia. The situation highlights challenges in providing safe and suitable accommodations for vulnerable populations. [[ABC, 12/08/2023](#)]

Fortescue Metals Group Ltd.

After a 20-year legal battle, Australian iron ore miner Fortescue Metals Group and the Yindjibarndi traditional owners are heading for a final court showdown. The Yindjibarndi Aboriginal Corporation (YAC) is seeking compensation of over \$500 million from Fortescue over its iron ore operations at the Solomon Hub, citing economic and cultural loss caused by mining. The dispute originated in 2003

when the Yindjibarndi people first lodged a native title claim for their land. YAC was awarded native title in 2017, which was confirmed in 2020, but negotiations over a land use agreement failed, leading to the compensation claim. The Federal Court will begin hearing evidence on-country in Roebourne, with billions of dollars at stake. The court case will examine allegations of damage to sacred sites and cultural loss. While Fortescue remains open to negotiation, the legal outcome will be closely watched for its implications on native title compensation claims in Australia. [[ABC, 07/08/2023](#)]

Social Impact of Water Scarcity: The Risk of Modern Slavery in Corporate Supply Chains, July 2023

As global demand for water increases, the social impacts of water scarcity will become more profound. For example, water scarcity has been linked to climate-induced migration, and it is estimated that 216 million people could be internally displaced by 2050. After migrating, people often face challenges finding work in their new location, because they do not have the required documentation or know the local language. Research shows that climate migration also exacerbates factors that increase the risk of modern slavery. When used in tandem, ISS ESG's Water Risk Index and Modern Slavery Scorecard can identify industries that face the greatest water scarcity and modern slavery-related risks in their supply chains. Investors may wish to prioritize investments in companies that take a proactive approach to mitigating climate migration-related risks through, for example, high-quality modern slavery disclosures and robust positions on non-regular employment. Read the full ISS ESG analysis [here](#).

Forced Labour in the Solar Supply Chain: Concerns about the Transition to Renewables, August 2023

The solar energy sector has seen a dramatic expansion over the last decade, with an annual growth in solar photovoltaic (PV) power generation of 26% in 2022. While solar PV energy offers the promise of mitigating climate change, it also raises social concerns. Solar energy specifically raises concerns about the risk of forced labour entering into its supply chain. Every stage of the solar supply chain sees a substantially large contribution coming from China, most of it from the Xinjiang Uyghur Autonomous Region (XUAR). XUAR is home to the Uyghurs, a Muslim ethnic minority numbering more than 10 million. The region also has been allegedly linked to forced labour. While buyers and sellers are the focus of regulation, investors can also play a role in influencing sourcing within the solar PV market. Investors concerned with human rights in the solar PV market can draw on ISS ESG's Modern Slavery Scorecard, Norm-Based Research, and ESG Corporate Ratings to better assess and quantify forced labour risks to their portfolios. Read the full ISS ESG analysis [here](#).

Corporate Travel Management Limited

■ Assessment - Human Rights - United Kingdom

Under observation: Alleged failure to conduct human rights due diligence in the United Kingdom

5 16 Aug 2023
GREEN

Severity indicator

Moderate

Remediation indicator

No measures announced

Verification indicator

Complaint

Summary

In July 2023, more than 50 civil society organisations criticised the project of housing asylum seekers on the Bibby Stockholm barge as part of the United Kingdom (U.K.)'s new asylum accommodation ships overseen by Corporate Travel Management Limited (CTML), citing concerns that this arrangement could expose them to cruel and inhumane living conditions. In its letter to the owner of the barge, Bibby Marines, the civil society group stated that the barge constitutes quasi-detention and is not appropriate for the use of the asylum system. The group also expressed concerns over the potential restriction of freedom of movement, access to the community, cramped living conditions, and lack of privacy. As per media reports, Bibby Stockholm was previously used as a floating detention center in the Netherlands, and allegedly involved violence, sexual exploitation, and poor sanitation. A few asylum seekers have described the place to the media as inadequate to accommodate a significant number of people and bearing a resemblance to a prison due to its security and locking mechanisms. The barge has been chartered for an initial 18 months and is expected to accommodate approximately 500 adult men, while CTML's contract with the U.K. government will run for at least two years. ISS ESG remains vigilant of developments.

Context

ESG standards (broad)

- UN Global Compact, Principle 2
- OECD Guidelines for Multinational Enterprises, IV, Human Rights
- UN Guiding Principles on Business and Human Rights, Principles 13, 15, 17-21

ESG standards (specific)

- Standards regarding human rights due diligence

International Instruments

- SDG 16: Peace, justice and Strong Institutions; 16.1: Reduce all forms of violence and related death rates everywhere

Key Sources

BBC, Bibby Stockholm: Asylum seekers describe life on barge, 9 Aug. 2023

<https://www.bbc.com/news/uk-66444120>

Corporate Watch, 'FLOATING PRISONS': The 200-year-old family business behind the Bibby Stockholm, 27 June 2023

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Refugee Council, An Open Letter to Bibby Marine, Refugee Council, 4 July 2023

<https://www.refugeecouncil.org.uk/latest/news/an-open-letter-to-bibby-marine/>

Prepa

■ Signals & Scores Legend

GREEN

- 1 No Allegation
- 2 Past Involvement
- 3 Involvement Beyond Scope
- 4 Undergoing Remediation
- 5 Under Observation

AMBER

- 6 Fragmentary Information
- 7 Verified Failure to Respect Established Norms, Undergoing Remediation
- 8 Alleged Failure to Respect Established Norms
- 9 Imminent Failure to Respect Established Norms

RED

- 10 Verified Failure to Respect Established Norms