

HUMAN RIGHTS WORKING GROUP



Pre-Meeting Papers

Human Rights Working Group Meeting #1 2026

Wednesday 4 March 2026 | 12pm – 1:30pm AEDT / 2pm – 3:30pm NZDT

By Zoom - Those registered to attend will receive a unique login from Zoom at least 24 hours prior to the meeting – please see your email inbox.

Agenda

Time (AEDT)	Item	Action Required
12:00-12:05	1. Welcome (5 min) Antonia Parkes (Chair AustralianSuper) <ul style="list-style-type: none">• Opening• Acknowledgement of Country• Minutes from last meeting• Purpose and Principles	For noting
12:05-12:35	2. Special Presentation and Q&A – the State of AI and emerging risks and opportunities for investors (30 min) <ul style="list-style-type: none">• Professor Nicholas Davis Co-Director of the Human Technology Institute (HTI) and Industry Professor of Emerging Technology at the University of Technology Sydney (20 min)• Q&A (10 mins)	For information and discussion
12:35-12:45	3. Appointment of new Co-Chair (10 min) Motion to approve the Co-Chair <ul style="list-style-type: none">• Estelle Parker (Co-CEO RIAA)	For noting
12:45-1:15	4. Subgroup Updates (30 min) Digital Tech and Human Rights (5 min) <ul style="list-style-type: none">• Janelle Morrison (ESG Analyst Ausbil) Discussion on the Australian Modern Slavery Act law reform process (25 min) <ul style="list-style-type: none">• Australia's Anti-Slavery Commissioners Office• Please see the following pre-reading related to this session:	For information and discussion

	initial position paper on Modern Slavery Act Reforms. The key pages for consideration are pp.14-17 and 25-27, which set out the substantive elements of the Office's two recommendations.	
1:15-1:25	<p>5. Industry Updates (10 min)</p> <p>RIAA Policy and Advocacy Update (5 min)</p> <ul style="list-style-type: none"> Tori Huggins (Policy and Advocacy Officer RIAA) <p>StockWatch Report (5 min)</p> <ul style="list-style-type: none"> Phil Sloane (Associate Director, Head of ESG Client Success APAC ISS STOXX) 	For noting
1:25-1:30	<p>6. Closing remarks (5 mins)</p> <p>RIAA Australia Conference</p> <ul style="list-style-type: none"> RIAA Australia Conference 27 – 28 May in Melbourne - RIAA Conference Australia 2026 <p>Next Meeting</p> <ul style="list-style-type: none"> Wednesday June 10 12-1.30pm AEST / 2pm-3.30pm NZST – Register here 	For noting

Previous meeting's minutes

Meeting #4 – 2025, 23 October

Item	Action required
<p>1. Welcome</p> <p>Chair – Antonia Parkes</p> <ul style="list-style-type: none"> Opening Acknowledgement of Country Minutes from last meeting Purpose and Principles Discussions in working groups may include competitors or potential competitors. In line with competition law, members must not share or discuss competitively sensitive, non-public information such as pricing, sensitive financial data, strategic plans, tender or negotiation details, and voting intentions related to takeovers 	<p>Submit any amendments to the Minutes to Rikki-Lee Hanna (Senior Working Groups Officer, RIAA)</p>
<p>2. Special Presentation and Q&A</p> <p>Topic: Principles for Responsible Defence Investment</p> <ul style="list-style-type: none"> Dan Neale (Responsible Investment Social Lead, Church Commissioners for England) <p>Recent increases in national defence spending and global security tensions have renewed focus on how investors can apply responsible investment (RI) principles to the defence sector. The discussion explored human rights obligations, international humanitarian law (IHL), and due diligence expectations for investors engaging with defence-related companies. The Principles for Responsible Defence Investment (PRDI) initiative aims to guide this emerging area of practice, with a concept note and consultation process underway ahead of a planned</p>	<p>To access the meeting papers and the recording, go on the RIAA website and select:</p> <ol style="list-style-type: none"> 1. “Portal” (top bar, right-hand side), 2. “Member login” (sign into the member portal), 3. “Working Groups” (Scroll down to ‘Human Rights Working Group’ and click ‘learn more’)

<p>launch in April 2026.</p> <p>Context</p> <ul style="list-style-type: none"> - Governments are pledging increased defence expenditure amid competing budgetary pressures. - Investors face complex downstream issues around product use and misuse, and links between harm caused and the entities that manufacture or sell weapons. - Defence companies must respect human rights under OECD Guidelines and IHL, presenting financial, social, legal, and reputational risks for investors. - Questions persist around where responsibility lies, whether in production, usage, or both. <p>Discussion Highlights</p> <ul style="list-style-type: none"> - Responsible Investment focus: Responsible investment concerns should centre on the nature of the weapons (e.g. production of weapons)/systems and how they might be used or misused, the harm caused, or the alignment of operations with IHL. - Due diligence: Export-licensing regimes, the destination of products such as weapons, and company compliance with international standards are central to risk assessment, though these measures vary widely. - Data challenges: Investors require transparency on where products are made, sold, and used. Much information rests with governments rather than companies, underscoring the need for collaborative investor engagement to improve data access. - Definitions of “controversial weapons”: There is no universally accepted standard. The EU definition is often used, but participants noted differing thresholds under SFDR and IHL. Some weapons (for example white phosphorus) may be deemed controversial based on use rather than design. - Investor application: All investors are likely already exposed to defence in some form, highlighting the need to define boundaries for responsibility rather than disengage entirely. - Implementation approach: Emphasise the intent for a high-level, principles-based framework, allowing investors to apply it contextually while identifying specific areas of focus through collaboration. <p>Next Steps / Actions</p> <ul style="list-style-type: none"> - RIAA to circulate the concept note to participants when available. - Working group to participate in consultation. 	<p>If you require any assistance, please contact Rikki-Lee Hanna (Senior Working Groups Officer, RIAA)</p>
<p>3. Workplan approval</p> <ul style="list-style-type: none"> • 2026 Working Group Plan presentation (Jess Rowe, RIAA) <ul style="list-style-type: none"> ○ No questions on final workplan for 2026 • Reflections from Antonia on this new workplan • Motion to approve the 2026 Working Group Plan. <ul style="list-style-type: none"> ○ Amy Krizanovic (Magellan) seconded the 2026 Working Group Plan. ○ Motion approved. 	<p>For any questions regarding the 2026 Workplan, please contact, Jess Rowe (Manager of Working Groups)</p>
<p>4. Subgroup Updates</p> <p>Digital Tech (Janelle Morrison, Ausbil)</p> <ul style="list-style-type: none"> • A takeaway from the current reporting season is that companies are demonstrating greater disclosure of AI governance and are updating responsible data policies. ISO is also updating relevant standards to reflect AI governance considerations. Disclosure is still uneven, though it is improving 	<p>For more information regarding the Digital Tech Subgroup, please contact Janelle Morrison (Ausbil)</p> <p>For more information regarding the Modern</p>

across reporting seasons. Most AI applications carry some human rights risk, and investors are encouraged to engage with investee companies on governance practices.

- AI is being integrated across customer-facing functions, process automation, safety monitoring, and incident investigation.
- No significant negative cases were reported this season, though disclosure and governance maturity vary.
- Investors are increasingly part of the conversation on responsible AI deployment.

Regulatory and Standards Developments

- Australia continues to advance AI legislation and policy guidance, including:
 - Agentic AI Guidelines (NSW Government).
 - Department of Industry guidance on safe AI deployment.
 - National Framework for AI Assurance (public service procurement).
 - Federal Government AI legislation update is expected by the end of the year.
 - Union advocacy for AI laws to include worker protection measures.
- Companies with government customers are particularly exposed to compliance and transparency expectations around the use of AI.

Legal and Ethical Issues

- Recent cases highlight the human rights and ethical implications of AI use.
- These cases illustrate the risks of overreliance on AI systems, including hallucinated citations and unclear responsibility when harm occurs.

Modern Slavery (Antonia Parkes, AustralianSuper)

- Both New Zealand and Australia are seeking to progress reforms regarding modern slavery governance and disclosure practices. The updates below highlight recent legislative and institutional developments and tools for investor engagement.
- New Zealand
 - There are two Modern Slavery Bills currently “in the biscuit tin” for selection to progress to debate before parliament. The “biscuit tin” holds members’ bills in a ballot system with both the National and Labour parties proposing bills.
- Australia
 - The Attorney-General’s Department is continuing to consult on strengthening the Modern Slavey Act 2018.
 - The Australian Anti-Slavery Commissioner’s Strategic Plan 2025-2028 has been launched: [Australian Anti-Slavery Commissioner’s Strategic Plan 2025-2028](#). The plan outlines a national direction for combating modern slavery and focuses on four interconnected priorities for the Office:
 1. Transforming systems to centre survivors and people with lived experience
 2. Strengthening law and policy
 3. Driving business and government towards better due diligence
 4. Improving access to justice and remedy.
- A reminder with reporting season underway that there are opportunities to utilise the RIAA Human Rights in Global Value Chains Investor Toolkit and the RIAA AI and Human Rights Investor Toolkit to assist with engagement.

Slavery Subgroup, please contact, [Jess Rowe \(Manager of Working Groups\)](#)

<p>Inequality and Decent Work (Antonia Parkes, AustralianSuper)</p> <ul style="list-style-type: none"> The Taskforce on Inequality and Social-related Financial Disclosure (TISFD) has been established to develop a disclosure framework for reporting inequality and social-related impacts, dependencies, risks and opportunities. The Taskforce has released a discussion paper on conceptual foundations to help establish key terms, definitions and concepts to enable different stakeholders to speak the same language when discussing inequality and social-related issues: TISFD Conceptual Foundations Discussion Paper (October 2025) 	
<p>5. Industry Updates</p> <p>RIAA's Policy and Advocacy Work (Tori Huggins (Policy and Advocacy Officer, RIAA))</p> <p>Australia</p> <ul style="list-style-type: none"> Launch of the Australian Anti-Slavery Commissioner's Strategic Plan, setting out national priorities for transparency and accountability. RIAA submitted to the Attorney-General's Department review of the Modern Slavery Act, advocating for stronger reporting requirements and due diligence expectations. <ul style="list-style-type: none"> Submission: Strengthening the Modern Slavery Act RIAA has been invited to participate in the Series B consultation as part of the legislative reform process. <p>New Zealand</p> <ul style="list-style-type: none"> Ongoing advocacy supporting the introduction of modern slavery laws. RIAA has signed a joint statement with business and investor networks, generating positive media coverage and continued engagement. Investors or businesses based in Aotearoa who wish to sign on are encouraged to contact the Policy Team. <ul style="list-style-type: none"> Joint Statement: Private Sector Support for Modern Slavery Laws <p>StockWatch Report (Julia Leske, Managing Director, Head of APAC Institutional Sales, ISS Stoxx)</p> <ul style="list-style-type: none"> Please see StockWatch report in the below papers for further details 	<p>For more information on RIAA's policy and advocacy work, please contact: Nayanisha Samarakoon (Head of Advocacy and Policy)</p> <p>For more information regarding the Stock Watch Report, please contact, Phil Sloane (ISS Stoxx)</p>
<p>6. Closing remarks</p> <ul style="list-style-type: none"> Next Meeting: Wednesday March 5 12-1.30pm AEDT / 2pm-3.30pm NZDT – 4pm-5.30pm 	<p>Register here</p>

Action Register

Ref.	Action	Delegation	Status
<i>Previous</i>			
14/25	Next Meeting: Wednesday March 5 12-1.30pm AEDT / 2pm-3.30pm NZDT – 4pm-5.30pm - Register here	All	Closed

13/25	Investors or businesses based in Aotearoa who wish to sign on to the joint statement are encouraged to contact the Policy Team - Nayanisha Samarakoon (Head of Advocacy and Policy) – Joint Statement: Private Sector Support for Modern Slavery Laws	All	Closed
12/25	Submit any amendments to the minutes to Rikki-Lee Hanna (Senior Working Groups Officer, RIAA)	All	Closed
11/25	RIAA to circulate the PRDI concept note to participants when available.	Jess Rowe	Closed
10/25	Register for the next meeting on Thursday 23 October (12-1.30pm AEST / 2pm-3.30pm NZST) - Register here	All	Closed
9/25	To provide input into the 2026 HRWG Workplan please use the following a link – Access here	All	Closed
8/25	For more information regarding the Stock Watch Report, please contact, Phil Sloane (ISS STOXX)	All	Ongoing
7/25	For more information on RIAA's policy and advocacy work, please contact: Nayanisha Samarakoon (Head of Advocacy and Policy)	All	Ongoing
6/25	For more information regarding the Human Rights Diligence Section, please contact, Jess Rowe (Manager of Working Groups)	All	Closed
5/25	For more information regarding the Digital Tech Subgroup, please contact Janelle Morrison (Ausbil)	All	Ongoing
4/25	For any questions regarding the governance process of the working groups, please contact, Jess Rowe (Manager of Working Groups)	All	Ongoing
3/25	If you require any assistance, please contact Neisha Biviano (Working Groups Officer)	All	Closed
2/25	To access the meeting papers, go on the RIAA website and select 1. “Membership” (top bar), 2. “Working Groups” (bottom of drop-down menu), 3. “Human Rights Working Group” 3. “HRWG 2025 Meeting #3 – Human Rights in a shifting landscape” (Scroll down to ‘Past meeting papers and presentations’)	All	Ongoing
1/25	Submit any amendments to the Minutes to Neisha Biviano (Working Groups Officer)	All	Closed