

Converged HREDD Assessment Tool – Purpose/Objective

Purpose: Capability Building – Assessment - Convergence - Collaboration

Objectives:

Support companies to develop and continuously improve their HREDD management systems in line with international HREDD legislation and standards and market expectations

Provide a converged approach and common baseline across the industry to assess and strengthen HREDD management systems to avoid duplicative and/or conflicting requests.

Standardise how data is gathered and shared to facilitate information exchange and create shared efficiencies.

Enable a collaborative approach between buying companies and suppliers to improve HREDD management systems.

How will the tool support your company?

The automated excel tool (and future digital platform) represents a pre-competitive and collaborative solution to enable businesses to assess the maturity of their their own or their suppliers' HREDD management systems in a standardised way – at parent company level - for

- Own operations
- Service Providers
- Supply Chains

It can be used by a company for self-assessment or shared with suppliers to assess their maturity and identify gaps and improvement areas. This enables buying companies to measure suppliers' HREDD management capabilities consistently and provides assurance to suppliers that they are assessed in the same way by their customers,

The tool measures maturity at four levels: Starting – Launched – Intermediate - Advanced

How should it be deployed?

It can be deployed by a company for its own HREDD management systems review, as well as that of its suppliers.

The scope of an assessment should be informed by a saliency analysis to identify where the greatest human rights and environmental risks lie (in terms of severity and likelihood).

Designed as a self-assessment, the tool can be deployed with the support of a third party to provide external assurance.

The assessment helps identify gaps and provides an action plan.

Implementation of the tool, including assessment, gap identification and action plan to improve HREDD performance requires:

- Collaboration between different departments within a company and/or
- Collaboration between suppliers and customers/buyers.

The tool is not a pass / fail exercise but is intended as a lever for continuous improvement of HREDD management systems through dialogue and supplier engagement.