Technology and social media are evolving exponentially. Comments about companies posted on the internet can soon become perceived reality whether true or not. As a result, reputations and brands that have taken years to build can suffer significant damage in minutes. To help prevent this happening companies need to understand the impacts and potential impacts arising from their activities. The regulators are demanding more fair and balanced reporting and this gives companies a great opportunity to fairly report their impacts and risks. Managing human rights requires meaningful engagement and dialogue with stakeholders; these stakeholders can include, but are not limited to, its workers, suppliers, communities, customers, governments and investors.

In today’s ever-changing business environment companies are facing:

- various challenges in operations and with suppliers located all over the world;
- expectations and requirements for transparency and accountability from regulators and other stakeholders;
- a growing need to demonstrate ethical behaviour;
- increasing pressure to implement adequate corporate social policy;
- enquiries from business partners and government about human rights; and
- activist consumer groups, NGOs and split second global communications and media scrutiny.

The benefits of implementing a human rights programme

- Protection of your reputation and brand
- Reporting that meets with local legislation e.g. UK Companies 2006, the EU Non-Financial Reporting Directive
- Increased motivation and productivity of your workers
- Increased quality and sustainability of your suppliers
- Greater trust between your company and its stakeholders
- A social licence to operate within your communities
- Create attractions to new recruits
- Access to a wider investment community

We are the experts

Mazars is leading professional services firms in providing human rights support and guidance to companies, enabling them to manage their risks in respect of all stakeholders.

Mazars is a co-leader of the project team that is facilitating a multi-stakeholder process to draft two new frameworks for companies to align with the United Nations Guiding Principles:

- Reporting Framework: a guide for companies about what good reporting on their human rights performance looks like
- Assurance Framework: a guide for external bodies assuring these reports.

In 2012, Mazars was awarded the International Accounting Bulletin (IAB) “Audit Innovation of the Year” award for its Human Rights Audit Practice. The IAB Awards recognise and reward leading accounting firms, networks and alliances across the world and are judged by an independent panel of high level accounting experts.
HUMAN RIGHTS SERVICES

Services delivered by an award-winning team of experts

Human rights consulting and assurance
- Help companies understand their current impacts on human rights
- Map out risks and opportunities related to human rights via a risk assessment
- Design and assist in the implementation of appropriate procedures and controls to mitigate against adverse human rights impacts
- Design an appropriate internal monitoring methodology
- Develop a communications strategy which relays a company’s commitment to human rights and how it is addressing the risk of its impacts
- Review, track and report performance; and recommend industry best practices that are applicable to the company
- Provide internal or external assurance on your reporting and recommendations for improvement

The term human rights can conjure up many different feelings. However, in a business context there are certain human rights risks which are more prevalent in some industries than others. Below are a few key risks which may be relevant:

- Extractive industries: Security, community impacts, health and safety, environmental and supply chains
- Retail: Supply chains and worker impacts
- Agriculture: Environmental, child labour and freedom of association
- Technology: Data privacy
- Pharmaceutical: Access to medicines, testing of drugs and environmental

Our promise to you
- A rigorous and independent assurance methodology
- Dedicated in respect of business and human rights
- Benchmarking capability
- Access to experts with a clear understanding of local cultural behaviours and differences
- A service that incorporates the best practices in human rights

What does human rights mean to you in the business context?
PLEASE GET IN TOUCH...

Should you require any further information, please contact:

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