

A Modular Approach to Human Rights Assessment



Immersion

Build background knowledge



Mapping

Identify impacts



Prioritize

Assess severity / salience of impacts



Management

Management Assessment

Option 1

A Human Rights Scan

A human rights scan identifies the actual and potential human rights impacts that are most relevant to the company's business activity and relationships, drawing from the full universe of international human rights instruments, and considering impacts on rightsholders.

Deliverable: A list of relevant human rights impacts.

Option 2

A Human Rights Salience Assessment

A human rights salience assessment builds on the human rights scan by prioritizing the actual and potential human rights impacts relevant to the company's business activity and relationships against the UNGPs salience criteria (scope, scale, and remediability) as well as likelihood.

Deliverable: a prioritized list of salient human rights impacts, categorized in three tiers of risk (high, medium, low), and recommended actions for the company to address these impacts.

Option 3

A Human Rights Assessment

Human rights assessment builds on the human rights salience assessment by layering in assessment of company factors, including attribution, leverage, and current management. This includes assessing the company's ability to manage identified salient human rights risks, identifying gaps in management, and identifying appropriate actions to prevent and mitigate these risks. These actions are prioritized to guide allocation of resources to the most impactful prevention and mitigation measures.

Deliverable: a prioritized list of human rights impacts, with detail on how the company is connected to the harm, and recommended actions to manage identified impacts based on the company's current management systems.

Human Rights Impact Assessments (HRIAs)

are a subset of this, when substantial and meaningful rightsholder engagement is conducted.