

What Comes After a Corporate-Level Human Rights Assessment: Next Steps for Sustained Impact

Corporate-level human rights assessments (HRAs) provide clarity on salient human rights risks across the value chain and ground company policy commitments in credible evidence. Real impact from an HRA however, is determined by what a company does with the results of their assessment.

In addition to helping companies to design and deliver robust assessments as part of broader human rights due diligence, BSR has identified six priority workstreams for companies who have recently completed an HRA to strengthen risk management, meet stakeholder and regulatory expectations, and deliver positive outcomes for people affected by business activities.

WORKSTREAMS

1 Deep-Dive Human Rights Impact Assessments (HRIA)

HOW BSR CAN HELP

Conduct deep-dive HRIsAs to uncover actual, on-the-ground root cause impacts, and identify mitigation and remediation strategies to reduce risk to your business and rightsholders.



2 Strategy Development

Translate HRA findings into actionable human rights goals that align priorities, close gaps, and embed responsibility across your business.



3 Monitoring and Reporting

Proactively align with growing stakeholder and regulatory demands by developing a transparent approach toward reporting and disclosure of human rights due diligence outcomes and impacts.



4 Integration

Turn HRA insights into lasting impact by embedding them into everyday business operations through updated policies, targeted action plans, and proactive changes to the way the business operates.



5 Training

Design and deliver targeted, role-specific trainings to raise awareness of salient human rights impacts, build capability, and ensure timely and effective responses when risks arise.



6 Corporate-Level HRA Refresh

Build on existing assessments to make sense of both internal and external changes and how those impact human rights. While there is no standard expectation for corporate-level HRAs, BSR recommends refreshing every 3 to 4 years, earlier if there are major changes to the business.



CONTACT US

To learn more about how your company can turn a corporate-level human rights assessment into a fully embedded, ongoing due diligence process, email us at:



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