

# Linklaters

## Meeting the challenge

Human rights risks and impacts: How to build an effective compliance and risk management system



The UN Guiding Principles on Business and Human Rights state that businesses should respect human rights and set clear practical expectations, providing a framework within which companies can build structured processes to identify and manage their impacts.

Similar expectations are set by the OECD Guidelines for Multi-national Enterprises, and companies who fail to meet these may find themselves the subject of a complaint to their National Contact Point, who report publicly on their determinations.

But many companies are unsure of where to start when it comes to managing their human rights risks and impacts.

Below is a snapshot of the key building blocks for an effective human rights compliance and risk management programme.

Such programmes can vary significantly between organisations, and so these are merely a starting point for consideration, intended to help in-house counsel review, identify and articulate areas for improvement within their business.

The sectors and geographies within which the business operates will have a significant bearing on the scope and depth of any programme review and upgrade, as will organisational structure and business culture.



For more information about the requirements of the Principles, see our [earlier briefing](#).

If you would like to discuss the types of issues a compliance programme review would need to take into account and cover, and how this could be applied to your organisation, please contact Vanessa Havard-Williams or Rachel Barrett.

## Key contacts



**Vanessa Havard-Williams**

Partner, London

Tel: +44 20 7456 4280

[vanessa.havard-williams@linklaters.com](mailto:vanessa.havard-williams@linklaters.com)



**Rachel Barrett**

Managing Associate, London

Tel: +44 20 7456 5414

[rachel.barrett@linklaters.com](mailto:rachel.barrett@linklaters.com)

[linklaters.com](http://linklaters.com)



Linklaters LLP is a limited liability partnership registered in England and Wales with registered number OC326345. It is a law firm authorised and regulated by the Solicitors Regulation Authority. The term partner in relation to Linklaters LLP is used to refer to a member of the LLP or an employee or consultant of Linklaters LLP or any of its affiliated firms or entities with equivalent standing and qualifications. A list of the names of the members of Linklaters LLP and of the non-members who are designated as partners and their professional qualifications is open to inspection at its registered office, One Silk Street, London EC2Y 8HQ, England or on [www.linklaters.com](http://www.linklaters.com) and such persons are either solicitors, registered foreign lawyers or European lawyers. Please refer to [www.linklaters.com/regulation](http://www.linklaters.com/regulation) for important information on our regulatory position.