

2025 Procura+ Seminar

Human Rights Due Diligence (HRDD) Capacity Building Session

Human Rights Due Diligence is a continuous process of identifying, preventing, mitigating and accounting for adverse human rights impacts across operations and supply chain. According to the OECD Due Diligence Guidance (2018), this process involves six steps: embedding responsible business conduct, identifying and assessing risks, ceasing or preventing impacts, tracking implementation, communicating actions, and providing for or cooperating in remediation.

In public procurement, HRDD ensures that governments use their purchasing power to promote ethical and sustainable supply chains. Rooted in the UN Guiding Principles on Business and Human Rights (2011) and reinforced by the EU Corporate Sustainability Due Diligence Directive (CSDDD), it transforms procurement from a cost-focused activity into a strategic tool for safeguarding human rights and ensuring accountability throughout the supply chain.

Groups exercise

Group 1

1. Governance

- a. Appoint a senior leader to champion HRDD
- b. Set up a working group with sustainability leading + procurement, legal compliance + IT expertise support.
- c. Action plan with timeline, responsibilities, meeting frequency agreed.
- d. Shared understanding of why this matters.
- e. Budget approval

2. Resources & Partnership

- a. Understanding human rights risks + HRDD process
- b. Sustainability team are key, not add on
- c. Partnership with NGOs, voice of affected communities
- d. Break silos – climate, human rights & corruption
- e. Stakeholder analysis & comms plan (e.g. conference)
- f. Ongoing training & resources

3. Integrating HRDD into procurement

- a. Understand risk
- b. Early supplier engagement
- c. Clear decision-making process for what is included
- d. Raise awareness & dialogue through contract meetings
- e. Push suppliers to go further
- f. Break the jargon, show end goal

4. Prioritize

- a. Internal governance

- b. Sector
- c. Supplier tier

Group 2

- Q1: the first logical step is to verify the claim being made.
- Q2: it depends on the contract, on what kinds of requirements are included. It might require an audit.
- Q3: if said allegation is true – check with the supplier if there's any remedy. Check the circumstances that led to child labour (e.g. family without a job) and try to fix that.
- Q4: one of the issues is the way that the press office responds to these kinds of issues. Usually, they publish a statement with all details to avoid further questions so it cannot be turned into something bigger. It should be aligned with the press needs, so not to make it bigger than it needs to be.
Termination is not necessarily in line with the goals – termination can also impede the creation of remedy channels.

Group 3

- Q1: more dialogues and not just written reports; go beyond and understand where they are coming from. You need to triangulate your sources. Diversify your sources of information.
- Q2: Sanctions are easier corrective measures to rectify the issue. On incentives: it's all about laws and regulations and having tender neutrality is key, so it's hard to find incentives. You can also have a ladder of sanctions.
- Q3: if you have a lot of buyers, it means more leverage. Less resources used as you're coming together.
- Q4: A knowledge system is needed so the lessons learned are not lost.