

**TRANSPARENCY  
AND HEIGHTENED  
HUMAN RIGHTS  
DUE DILIGENCE:  
A CHEATSHEET**

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## **WHAT?**

When a company implements a Heightened Human Rights Due Diligence (HHRDD) initiative, it may be of interest to communicate on its objectives, the measures it entails, and the challenges it faces.

## **WHY?**

- To get ready for regulations that may impose reporting obligations in the future
- To build a trusted relationship with local stakeholders
- To uphold the company's standards
- To demonstrate your engagement to your team

## **WHEN?**

- As early as possible
- It is more effective to design and implement a transparency strategy during reasonably stable periods, than during a crisis
- When a company considers making publicly available some information about its HHRDD, it is therefore advised not to wait until a crisis occurs

## **HOW?**

- As there is currently no obligation to report on the HHRDD a company implements, it is up to each one to decide the scope of the reporting they wish to make available to the public, as well as its shape, its content, and its level of detail
- These considerations will be the results of consultations amongst the legal, the compliance and the communication departments

## **FREQUENTLY ASKED QUESTIONS**

### ***Does a transparency process mean I need to disclose everything?***

Companies need to protect themselves from competitors, but also, when their activity is critical to the sovereignty of their home state, from foreign intervention. They can only disclose carefully selected information. Additionally, there is currently no obligation to report HHRDD efforts. Companies are therefore free to determine the scope, shape, content, and level of detail of their reporting effort.

### ***My complying with reporting duty with regards to obligations such as the CSRD is already heavy and requires large resources. How can I add an additional load of work?***

It is true, reporting obligations may be heavy on the company's resources. You may consider ways to optimize your reporting efforts. For instance, you may find that the report you produce to comply with the CSRD incorporates measures that also fall under the HHRDD. You may also find that, as part of your engagement with local stakeholders to implement HHRDD, you already produce a report that may be disclosed to the public. Additionally, there is currently no mandatory reporting when it comes to HHRDD. You are therefore free to design a report according to your available resources.

## **CONCLUSION**

Reporting on HHRDD may seem daunting. It is indeed challenging to identify the information to make public, or to allocate resources to the process. It may, however, be an integral part of implementing the due diligence.



Cecilia Pechmeze is a French lawyer dedicated to assisting companies operating in fragile areas navigating their compliance endeavours and preventing criminal risk.

From team training, to support in designing and implementing internal compliance programmes, to managing communications with the media and NGOs, her comprehensive approach ensures that risk is fully understood and managed.

*Contact me to discuss HHRDD and how we may assist you in developing an effective transparency strategy:*

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