



Human Rights

Human Rights are shaping the policy context within which organisations are being judged.

Human rights are the next big corporate responsibility challenge.

Companies must adopt a more proactive approach to understanding how existing or proposed activities may affect human rights. The risks associated with failure to address human rights issues may result in consequences such as criminal actions and civil suits, negative media coverage, community outrage and shareholder censure.

Futureye works with companies to mitigate these risks and partners with Governments to liaise with the business community on human rights issues.

Futureye offers a unique blend of services in human rights. Our approach encompasses the disciplines of policy development, regulatory advice, risk communication, stakeholder engagement and cultural change and seeks to understand the values held by the communities with whom we work, drawing on our knowledge of psychology, sociology, law and risk communication, to ultimately deliver improved human rights outcomes for all stakeholders.

The Futureye Human Rights team:

Katherine Teh-White, Managing Director – specialist in risk communications, policy and reputation

Professor David Kinley – Inaugural Chair in Human Rights Law at University of Sydney

Dr Susan Feldman – Sociologist specialising in culturally and linguistically diverse communities

Heather Carmody – Organisational design and equal opportunity specialist

Robyn Bradbury – Psychologist and indigenous mental health specialist

Professor Marcia Langton – Indigenous Issues specialist

Professor Sarah Joseph – Director of the Castan Centre for Human Rights Law at Monash University



Futureye
Real solutions to real dilemmas

Futureye's services assist companies and government in managing their engagement with business and human rights issues.

For companies operating in Australia and abroad:

- Assessment of human rights challenges a company may face and how to address those challenges
- Benchmarking against leading practice in human rights management across a number of industries
- Designing and drafting of a human rights policy
- Implementation of human rights policy including integrated training programmes to promote change, from CEO to staff level
- Formulating codes of practice and guidelines for employees and other processes for cultural change
- Developing human rights impact assessments
- Human rights sustainability reporting
- Advice on joining and establishing collective initiatives to evaluate and create opportunities with like-minded businesses
- Strategies for establishing clear, accessible grievance mechanisms, focusing on the rights of the community and key stakeholders
- Engagement with communities, including indigenous communities and NGOs
- Engagement with stakeholders including employees and shareholders

For all levels of Government:

- Formulating policy for Government on how best to liaise with the business community on human rights issues
- Workshops for Government on the implications of new regulation imposing human rights obligations on public authorities as well as businesses which do not perform public functions.

Client work we have undertaken to date addresses a range of human rights issues that impact business on a local and international level:

Futureye has helped:

BHP Billiton to improve awareness of human rights within the organisation. Futureye developed a human rights assessment framework to identify site-specific human rights issues and prompt BHP Billiton employees to develop mitigation strategies for resolution of those issues.

Placer Dome Asia Pacific (now Barrick) to address the issue of illegal miners at their Porgera Joint Venture in Papua New Guinea. Futureye prepared a corporate reputation strategy to mitigate stakeholder outrage risks, address legal aspects, enhance corporate reputation and improve human rights outcomes.

International Council on Mining and Metals (ICMM), London to review human rights issues and challenges facing the mineral resources industry and assess the readiness of ICMM member companies to effectively manage these issues.

Xstrata Coal to improve awareness of human rights within the organisation and build a systematic framework and cultural change programme that was central to changing the organisation's approach to human rights.

“Futureye engaged Xstrata Coal's executives on human rights issues and helped us build a systematic framework and cultural change programme that is reinforcing the importance of human rights and the implications for our business.”

Lucy Roberts
Group Manager Environment and Community,
Xstrata Coal

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