

An illustration of a blue and white globe centered on the Atlantic Ocean, surrounded by eight raised hands of various skin tones (white, light brown, dark brown, black, and red). The hands are positioned around the globe, with some showing clenched fists and others open palms, symbolizing global unity and human rights.

# Catalyst for Change

Our approach to upholding respect for human rights

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## Respect for human rights

At APG, we are committed to upholding respect for human rights in our investments. On behalf of our pension fund clients, we leverage our influence to encourage the companies and entities in which we invest to enhance their performance in this area. Acknowledging our responsibility as stewards of capital, we are committed to a comprehensive approach aimed at ensuring that our portfolio reflects respect for human rights and actively works to enhance performance in this area. This involves using the full spectrum of instruments at our disposal, from engagement and voting to collaborative initiatives and thorough due diligence.

This paper describes our approach to human rights in line with our clients' responsible investment policies. It provides background on human rights and illustrates due diligence processes and stewardship activities that we deploy to mitigate human rights risk and ensure our investments uphold respect human rights. It further highlights relevant standards and principles to promote best practices of companies and assets in which we invest on behalf of our clients.

## 1 Why human rights matter from an investor perspective

**Human rights considerations have emerged as a pivotal aspect of responsible investing, underscored by the principles of dual materiality. From an investor perspective, respect for human rights matters not only because of the intrinsic value of universal human rights but also due to their potential impact on investment portfolios. Human rights issues can affect both the financial performance of companies and investors' potential for contributing positively to societal outcomes.**

Human rights infringements present potential financial risks to companies and entities in which we invest on behalf of our clients. Instances of labor exploitation, environmental degradation or violations of indigenous rights can result in, among other things, legal liabilities, reputational damage and operational disruptions. If left unaddressed, these risks can undermine a company's long-term sustainability and profitability, ultimately impacting its financial performance.

At the same time, investors can play a role in promoting respect for human rights by trying to influence corporate behavior. We and our clients consider respect for human rights as a fundamental requirement for the equitable progression of major transitions, such as the energy and digital transformation, driving the world towards a more sustainable future. Consequently, our clients expect us to proactively integrate human rights considerations in our investment process and stewardship activities.

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*“Human rights matter not only because of their intrinsic value but also due to their potential impact on investment portfolios”*

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The intricacy of global value chains further accentuates the role of investors in advocating respect for human rights. Companies operate within increasingly complex networks of suppliers and subcontractors worldwide, where human rights violations may easily go unnoticed or be concealed. Moreover, downstream aspects of the value chain, including buyers and product end-users, also harbor potential human rights risks, particularly in cases of irresponsible product use. Examples include weapons or products with addiction risks, as well as services posing threats to user privacy.

Given this complexity, it is imperative for investors to conduct thorough due diligence, engage with companies and entities in which they invest, and support initiatives aimed at encouraging transparency and responsible practices throughout the entire supply chain.

Human rights are considered within the broader ESG (Environmental, Social and Governance) framework. This approach acknowledges that environmental and social impacts can have human rights implications when they reach a level that infringes upon individuals' or groups' basic human

rights, as defined by internationally accepted standards.<sup>1</sup> In addition, good governance plays a pivotal role in ensuring effective oversight and the implementation of policies that guarantee respect for human rights.

In summary, human rights matter to investors both due to their financial impacts and their potential for positive societal contributions, as well as the risk of generating adverse impacts. Regulatory changes, growing client expectations, and the intricate nature of global value chains underscore the need to consider human rights in our investment approach.

In responsible investing, the interconnectedness between Environmental and Social issues is increasingly recognized. Environmental concerns, such as climate change and biodiversity loss, may significantly impact various human rights, such as the right to life, self-determination and access to food, health, water, sanitation and housing.

In a report on climate change and poverty, the UN Special Rapporteur (UNSR) warns of an 'increasing risk of climate apartheid'. The UNSR connects the escalating threat of climate change to potential risks to civil and political rights, as well as democracy and the rule of law. As climate change (and biodiversity loss) intensifies, there is a simultaneous rise in community discontent, inequality, and deprivation.

Additionally, natural resources, including energy, minerals, land and water, play a crucial role in shifting towards eco-friendly economies and form the basis of all supply chains. Investments in resource extraction, agriculture and related industries are often tied to human rights infringements, especially in some of the world's poorest but resource-rich countries. According to the UN Guiding Principles on Business and Human Rights, companies involved in developing these resources, as well as their buyers and investors, have a responsibility to safeguard the rights of workers and affected communities.

Conversely, social factors, including labor practices and human rights, can affect a company's environmental performance and reputation. This interrelation highlights the need for a comprehensive approach that addresses both environmental and social dimensions.

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<sup>1</sup> Principles for Responsible Investment (PRI) [Reporting Guidance on Human Rights](#).

## 2 Historical background and regulatory framework

**Human rights are enshrined in international conventions and agreements that serve as universal standards. Initially, these conventions primarily addressed the responsibilities of states in safeguarding human rights. However, international regulations have evolved - and continue to evolve – to recognize and define the responsibilities of companies and investors in shaping human rights outcomes.**

The [Universal Declaration of Human Rights \(UDHR\)](#), adopted by the United Nations (UN) in 1948, serves as the cornerstone for human rights conventions and agreements. This foundational document delineates fundamental rights and freedoms applicable to all individuals worldwide. Additionally, treaties such as the [International Covenant on Economic, Social and Cultural Rights](#) and the [International Covenant of Civil and Political Rights](#) codify detailed provisions on specific human rights and outline obligations for governments to ensure their protection.<sup>2</sup> These conventions establish a framework that obligates states to uphold the dignity and rights of individuals within their jurisdictions.<sup>3</sup>

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*“Investor focus on human rights has evolved alongside the broader consideration of Environmental, Social & Governance factors”*

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Over the years, investor focus on human rights has evolved alongside the broader consideration of ESG factors. Initially, ESG considerations predominantly revolved around environmental concerns. However, as awareness increased, investors began to acknowledge the importance of social issues, including human rights. Today, the integration of human rights into investment decisions constitutes an important component of ESG analysis, representing a more holistic approach to responsible investing.

International human rights conventions have advanced to acknowledge the responsibilities of non-state actors, including companies and investors, in influencing human rights outcomes. Complementing the broader human rights framework referred to above, specific agreements and conventions underscore the obligations of companies and investors in upholding human rights within their operations and areas of influence. Central to our approach to human rights protection is adherence to the [UN Guiding Principles on Business and Human Rights](#).

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<sup>2</sup> Together these three declarations constitute the [International Bill of Human Rights](#).

<sup>3</sup> According to the Office of the United Nations High Commissioner for Human Rights (OHCHR), the obligation of States to respect human rights means that they must refrain from interfering with or curtailing the enjoyment of human rights. Their obligation to protect human rights requires them to shield individuals and groups against human rights abuses, including by business enterprises. OHCHR, [The Corporate Responsibility to Respect Human Rights: an interpretive guide](#).

### The Three Pillars of the UN Guiding Principles

1. States have a [duty to protect](#) human rights. Governments are responsible for ensuring that businesses operating within their jurisdiction do not violate human rights. This involves creating and enforcing laws to prevent human rights abuses by businesses.
2. Businesses have a [responsibility to respect](#) human rights. Businesses are expected to avoid infringing on the human rights of individuals and to address negative human rights impacts associated with their operations. This requires due diligence, impact assessments and the integration of human rights into business practices.
3. Businesses need to provide [access to remedy](#). This involves establishing effective mechanisms through which individuals or communities can seek and obtain redress for human rights violations.

Other relevant international conventions include the [UN Global Compact](#), the [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#) and the [International Labour Organization \(ILO\) Core Conventions](#).

Companies are expected to adhere to principles outlined in these conventions by embracing responsible business practices. Simultaneously, investors bear the responsibility of conducting human rights due diligence and mitigating adverse impacts as needed. Their influence extends to fostering appropriate corporate behavior through investment decisions and stewardship activities. Recognizing the symbiotic relationship between companies and investors, both play important roles in driving positive change and contributing to a just and equitable society.

There's a growing expectation for companies to be accountable for respecting human rights within their operations and throughout their value chains. This trend is exemplified by the integration of human rights expectations on companies into national laws, which can have implications across borders. In certain jurisdictions, companies are now mandated to disclose their efforts in identifying and addressing specific human rights risks within their operations and value chains.<sup>4</sup> Additionally, companies are increasingly expected to provide remedies in cases where they have failed to uphold human rights and have caused harm.

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<sup>4</sup> For example, the UK Modern Slavery Act, the California Supply Chain Transparency Act, and the US Federal Acquisition Regulations all require companies to explain the steps they have taken to ensure they are not connected to slavery or forced on corporate due diligence in the supply chains. The Corporate Sustainability Reporting Directive (CSRD) requires large companies operating in the European Union to report more comprehensively and consistently on their ESG performance, including human rights.

### 3 What we expect from companies and entities in which we invest

Our primary objective is to ensure decent pensions for present and future generations, which can be enjoyed in a sustainable world. Our investment processes and stewardship activities are geared towards achieving this objective. Through our integrated Responsible Investment approach, we actively strive to make positive environmental, social and economic impacts. By promoting responsible long-term investment practices, we aim to contribute to a sustainable future.

APG and its clients view respect for human rights as a fundamental requirement for addressing the major transitions the world is undergoing, particularly concerning climate change and biodiversity, in a just and equitable manner.<sup>5</sup> It is our shared ambition that by 2050, all investments demonstrate respect for human rights. Therefore, APG and its clients expect companies and entities in which we invest to adhere to the UN Guiding Principles on Business and Human Rights and to be adequately prepared to mitigate human rights risks.

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*“It is our ambition that by 2050, all companies demonstrate a commitment to respecting human rights”*

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To fulfill their responsibility to respect human rights, we expect companies and entities we invest in to:

1. **Adopt a policy commitment to respect internationally recognized human rights**

Companies should articulate a human rights policy outlining their assessment and mitigation of (potential) negative impacts stemming from their activities and business relationships.

2. **Implement a robust human rights due diligence process**

Companies are expected to have due diligence processes in place to identify human rights risk, prevent and mitigate (potential) negative human rights outcomes, and track ongoing management of human rights outcomes. Additionally, companies should communicate actions taken to those directly affected and other stakeholders, including investors.

3. **Provide access to remedy**

Companies should establish mechanisms that provide accessible and effective remedies for those affected by human rights violations.

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<sup>5</sup> For example, ABP's [Sustainable and Responsible Investment Policy 2020-2025](#) states that corporate respect for human rights is 'not only a prerequisite for all our investments, but also the precondition for the(se) transitions to progress justly'.



Additional conditions and mitigants are required for companies operating in high-risk areas. Moreover, in partnership with the [Shift Project](#), we are developing our model of ‘red flags’ for companies in sectors exposed to high-risk business models, such as those handling sensitive data or having complex and vulnerable supply chains. This analysis is intended to bolster our human rights due diligence efforts and improve our engagement with companies on human rights.<sup>6</sup>

#### Labor rights

APG and its clients also expect companies to uphold international labor rights, a subset of human rights, including freedom of association and the right to collective bargaining, elimination of forced and child labor and safeguarding from discrimination in employment and occupation. Beyond these core labor standards, human capital practices are key from a business and investor perspective. Additionally, ensuring safe and healthy working conditions is not only crucial for operational success but is also a fundamental right in international human rights treaties.

We not only monitor and assess the policies and processes of the companies in which we invest but also evaluate their actual human rights performance. This includes reviewing human rights controversies or events reportedly involving these companies. To achieve this, we analyze data from our research providers and gather information directly from companies and stakeholders involved. In addition, recognizing that databases cannot achieve perfection, we find it crucial to conduct our own evaluation of company performance. We do not want to solely rely on third-party data. We consider the severity of the case and the resulting harm, along with the companies’ responses to these situations. We evaluate the measures taken to mitigate harm, such as the implementation or enhancement of policies and programs aimed at preventing similar incidents in the future.

Additionally, we emphasize the importance of the company’s response to affected individuals, if necessary.

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<sup>6</sup> The Shift project is a leading center of expertise on the UN Guiding Principles on Business and Human Rights. Shift’s Business Model Red Flags are key indicators present in dominant or emerging business models across various sectors. While not exhaustive, they serve to prompt reflection and aid in identifying additional red flags.

## 4 How we integrate human rights into our investment approach

**APG aims to secure long-term returns to ensure decent pensions for our clients' beneficiaries while contributing to a sustainable future. In addition to financial, risk, and cost considerations, we evaluate the environmental and societal performance, as well as governance practices, of companies and entities in which we invest. This entails integrating ESG factors, including human rights criteria, into our investment decisions and stewardship activities.**

Our approach to respecting human rights comprises three key components.

1. Screening the investment universe and conducting thorough due diligence to identify human rights risk.
2. Addressing and mitigating human rights risks in the portfolio through our stewardship activities, which include company engagement and voting.
3. Demonstrating leadership as a responsible long-term investor by collaborating with like-minded peers to enhance and broaden the investor toolkit and promote responsible investment practices.

Moreover, it's important to emphasize that respect for human rights and addressing basic needs are fundamental components and at the core of the Sustainable Development Goals (SDGs). This underscores the significance of integrating human rights considerations into our investment approach, in line with our clients' objectives to allocate a dedicated percentage of their capital to investments that demonstrably contribute to the SDGs.

### 4.1 Screening and due diligence

When investing across diverse asset classes and instruments, we ensure full compliance with our clients' responsible investment policies in all portfolios. This entails expecting businesses to act responsibly, including respecting human rights.

On behalf of our clients, APG employs a proprietary methodology to screen the listed equity and credit universe. This methodology utilizes both generic and industry-specific criteria to assess whether listed companies meet our clients' RI expectations. This assessment informs the composition of our investment universe as well as investment and engagement choices in order to promote positive sustainability outcomes.

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## *“ESG screening informs the composition of our investment universe as well as investment and engagement choices”*

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In our ESG due diligence process, we leverage various external data sources. Especially when evaluating human rights aspects, we utilize data from external ESG providers to ascertain whether companies have implemented a human rights policy. This assessment categorizes a company’s commitment to respecting human rights in its operations and supply chains as strong, adequate, or weak, reflecting its approach to addressing human rights issues.

We apply the same expectations regarding human rights to both our capital market and private market investments. Conducting due diligence before investment is especially significant in the context of long-term financial commitments. Throughout the lifespan of private investments, we aim to monitor ESG performance and try to address potential issues, including those related to human rights.

ESG criteria are integral to our investment analysis for sovereign bonds. We systematically monitor the sovereign bond portfolio against a range of ESG criteria, including freedom of speech and democratic governance, and provide regular reports to our clients. Consistent with our clients’ responsible investment policies, we abstain from investing in sovereign bonds of countries subject to a binding EU or UN Security Council arms embargo.

### **4.2 Stewardship: corporate engagement and voting**

As stewards of capital, we actively work to enhance the responsible business conduct of both public and private portfolio companies on behalf of our clients. Engaging with companies enables us to promote sustainable practices and foster long-term value creation. Through exercising voting rights, supporting – and in some cases co-filing – shareholder resolutions, we aim to influence key decisions regarding a company’s strategy at shareholder meetings. By leveraging our influence to encourage proactive adoption of policies and development of programs, we strive to assist companies in preventing involvement in human rights abuses. Additionally, we request comprehensive reporting to enhance transparency and accountability.

Our engagement with companies goes beyond our screening and due diligence on ESG factors. This dynamic relationship involves complementarity, where insights gained from engagement enhance our screening and due diligence, and vice versa. This feedback loop ensures a comprehensive and evolving approach, where insights from ESG engagement and thorough screening and due diligence contribute to our investment decisions.

We engage with companies on ESG themes that are prioritized by our clients. Recent notable thematic engagements have included dialogues with major technology companies on digital rights and with the automotive industry on fostering a just transition. Additionally, since 2022, we have participated in the [Platform Living Wage Financials \(PLWF\)](#) on behalf of our client.

In our voting practices, we assert our expectations to companies, with a particular focus on those lacking human rights due diligence processes. To this end, we rely on data from the Corporate Human Rights Benchmark (CHRB), a framework developed with APG's contribution among others. In practice, this involves voting against the re-election of (supervisory) board chairs of companies scoring low on the CHRB's respect for human rights and due diligence metric (see section on CHRB below).

More information on our approach towards engagement and voting can be found in our [Stewardship Overview](#).

## Engagement examples

### Digital rights

We initiated engagement with the digital sector on behalf of our clients in 2016. In the final phase of our thematic engagement (2020-2021), we directed our focus towards privacy & security, responsible AI, content moderation & shaping and lobbying. We engaged with Alphabet, Amazon, Apple, Meta and Microsoft, global household names that dominate the tech industry. The size and the nature of these companies' products and services gives them huge influence. Engaging with them can help to set industry standards from the top down.

### Automotive sector

We have engaged with the automotive sector to adopt an inclusive approach to a low carbon-business model. This means that these companies will transform their businesses from a combustion engine car to electric vehicles. This transition impacts also the millions of workers in this sector as electric vehicles require fewer workers to produce. Therefore we asked the companies to take throughout this transition a strategic and inclusive approach to human capital management. For instance we ask companies to invest in training programs that result in employees obtaining the required skills for the future business model. Also we emphasized the importance for effective two-way communication with employees and their stakeholders.

### Living wage

We engage with food and agri companies to push for a living wage. To this end we work together with other investors in the Platform Living Wage Financials (PLWF) PLWF's aim is to encourage companies to tackle the non-payment of a living wage in their own operations and in their supply chains. 2023 marks the five-year anniversary of the Platform. As a member of the PLWF, on behalf of client, APG has carried out engagements with companies and been an active member the Food & Agri and Food Retail working groups. The companies the Platform follows are officially assessed once a year by the working groups and are also given the opportunity to fill in any gaps in the assessment, which is based only on publicly available information.

## 4.3 Demonstrating Leadership

As a long-term responsible investor and steward of capital, it is imperative for us to incorporate respect for human rights as part of our broader ESG considerations within our investment approach. Through active participation in investor-led initiatives aimed at improving data and collaboration with industry peers, we contribute to advancing practices across the investment industry.

The scarcity of reliable human rights data presents a significant challenge in assessing and mitigating human rights risk within our investment portfolio. To address this challenge, we actively participate in collaborative initiatives aimed at devising methodologies to assess corporate human rights performance and enhance data quality.

The [Corporate Human Rights Benchmark \(CHRB\)](#) provides an annual comparative snapshot of the largest global companies, assessing their policies, processes, and practices regarding human rights. It evaluates how these companies systematize their approach to human rights and respond to serious allegations. Through four years of CHRB research and data collection, we have gained valuable insights that inform our expectations regarding human rights in our voting practices. Specifically, we prioritize companies lacking human rights due diligence. We oppose re-election of the chair of the (supervisory) board for companies that score zero on the CHRB's respect and human rights due diligence metric, indicating a lack of such mechanisms.

APG participates in [Advance](#), a stewardship initiative facilitated by the PRI (Principles for Responsible Investment), where institutional investors collaborate to address human rights and social issues. Through this initiative, participating investors leverage their collective influence with companies and decision-makers to drive positive outcomes for workers, communities, and society at large. Engagement has commenced with 40 companies in the Metals & Mining and Renewables sectors. Targeted companies are expected to: implement the UN Guiding Principles on Business and Human Rights (UNGPs), align political engagement with their responsibility to respect human rights, and make significant strides in addressing the most severe human rights challenges within their operations and along their value chains. APG holds the role of co-lead engager for electric utility company RWE within this initiative.

#### **4.4 Human rights and the Sustainable Development Goals**

Human rights lie at the heart of sustainable development and are intrinsic to the Sustainable Development Goals (SDGs) outlined in the UN's 2030 Agenda. At APG, we recognize this connection and are deeply committed, alongside our clients, to leveraging our investments to advance these goals. However, a challenge persists due to a lack of quality data to pinpoint contributions to the SDGs, complicating investors' efforts. Simultaneously, companies struggle to align their disclosures with investor needs.

To address these challenges, APG, alongside other stakeholders, established the [SDI Asset Owner Platform](#). This platform offers investors a standardized framework, facilitating the identification of companies contributing to the SDGs in line with the Taxonomy on Sustainable Development Investments.

Our investment portfolio includes companies that actively contribute to various SDGs through their products and services. While we primarily make investments that contribute to SDGs 11, 3, and 7, symbolizing sustainable cities, good health and well-being, and affordable and clean energy respectively, we ensure representation across all other SDGs in our portfolio, underscoring our commitment to advancing human rights and sustainable development on behalf of our clients.

### **Accountability in an investor context**

The guidelines of the Organization for Economic Co-operation and Development (OECD) clearly outline expectations for responsible business practices, which apply not only to companies but also to institutional investors like APG and our clients. To ensure clarity and effective implementation, we have actively contributed to investor guidance on implementing the OECD Guidelines.

A notable aspect of the OECD Guidelines is the ‘complaints mechanism’ operated by so-called National Contact Points (NCP) in member states. APG has been subject to cases brought to the NCP twice. In both instances, the NCP commended our responsible shareholder actions in accordance with OECD Guidelines.

In the Netherlands, we have collaborated with other investors, civil society, and trade unions to implement the International Socially Responsible Investment Agreement (in Dutch: IMVB). This agreement, reached with the government and NGOs, outlines mutual commitments on implementing the OECD Guidelines within the pension sector.

In 2023, APG collaborated with four other financial institutions to explore methods for enhancing human rights risk assessment in countries where civic space is restricted, resulting in limited access to reliable information. The research report provides valuable insights into how companies can bolster their assessment of human rights risks in regions where civil liberties are constrained. One key finding underscores the importance of engaging with potentially affected individuals or communities to swiftly identify and address human rights risks. Additionally, financial institutions can deepen their understanding of the local human rights landscape by exchanging knowledge with academics, representatives of civil society organizations and ESG data providers.

Access the full report [‘No news is bad news’](#)

## 5 Glossary

### Advance

Stewardship initiative facilitated by PRI, where institutional investors collaborate to address human rights and social issues. APG holds the role of co-lead engager for electric utility company RWE within this initiative.

### Corporate Human Rights Benchmark

The CHRB, which falls under the World Benchmarking Alliance (WBA), provides a comparative snapshot year-on-year by looking at the policies, processes, and practices that some of the world's largest companies have in place to systematize their human rights approach and how they respond to serious allegations. APG is a member of the CHRB stakeholder group.

### Corporate Sustainability Reporting Directive

Proposed European Union regulation aimed at enhancing corporate transparency and accountability regarding sustainability matters by expanding the scope and requirements of sustainability reporting for companies operating in the EU.

### Dual materiality

The dual materiality of human rights recognizes both the impact of human rights on companies' financial performance and the responsibility of investors to consider and address human rights risks and impacts within their investment portfolios.

### IMVB Covenant

The IMVB Covenant, or the Dutch Pension Funds Agreement on Responsible Investment, is a collaborative initiative among Dutch pension funds, the government, and civil society organizations aimed at promoting responsible investment practices. It encourages pension funds to integrate ESG factors into their investment decision-making processes and engage with companies to address sustainability issues such as human rights and labor standards.

### International Bill of Human Rights

The International Bill of Human Rights comprises three foundational documents: the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. Together, these documents outline the fundamental rights and freedoms that all individuals are entitled to, serving as a global standard for human rights protection and promotion.

### International Covenant on Civil and Political Rights

The ICCPR is a United Nations treaty that affirms and protects civil and political rights, such as the rights to freedom of expression, assembly, and religion, as well as the right to participate in political life.

### International Covenant of Economic, Social and Cultural Rights

The ICESCR is a United Nations treaty that recognizes and protects economic, social, and cultural rights, including the rights to work, education, health, and an adequate standard of living.



### International Labor Organization Core Conventions

The ILO Core Conventions are a set of fundamental labor standards that cover areas such as freedom of association, the right to collective bargaining, the elimination of forced labor, the abolition of child labor, and the elimination of discrimination in employment and occupation.

### OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

The Guidelines provide recommendations to multinational enterprises regarding ethical business practices, including areas such as human rights, labor rights, environmental protection, and anti-corruption. These guidelines serve as a framework for promoting responsible business conduct and corporate social responsibility.

### Platform Living Wage Financials

PLWF is a collaborative initiative among institutional investors focused on promoting fair wages in the global supply chain by engaging with companies to adopt living wage policies and practices. APG is a member and co-lead engager for Coca-Cola.

### Shift Project

The Shift Project is a non-profit organization dedicated to advancing corporate responsibility and promoting respect for human rights in business operations and supply chains. Through research, advocacy, and collaboration with companies, governments, and civil society, the Shift Project works to improve corporate practices and promote the implementation of the UN Guiding Principles on Business and Human Rights.

### UN Global Compact

The UN Global Compact is a voluntary initiative that encourages businesses and organizations to adopt sustainable and socially responsible policies and practices. It aligns with ten principles covering areas such as human rights, labor standards, environmental sustainability, and anti-corruption efforts.

### UN Guiding Principles on Business and Human Rights

The UN Guiding Principles on Business and Human Rights are a set of international standards that outline the responsibilities of states and businesses to prevent, address, and remedy human rights abuses linked to business activities.

### Universal Declaration of Human Rights

The UDHR (1948) is a milestone document in the history of human rights, proclaiming fundamental rights and freedoms that are inherent to all individuals regardless of nationality, ethnicity, religion, or other status.



