Social Risk and Human Rights Due Diligence Training Course

Professional Development Training Course Outline

Category	Risk Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The modern global economy mandates that businesses move beyond traditional compliance to actively embed Social Responsibility and Ethical Business Practices throughout their operations and Global Supply Chains. The increasing focus on Mandatory Human Rights Due Diligence legislation, such as the EU Corporate Sustainability Due Diligence Directive, elevates the management of ESG risks (Environmental, Social, and Governance) from a voluntary measure to a Legal Obligation. Social Risk and Human Rights Due Diligence Training Course provides the critical framework and practical tools for professionals to understand, identify, prevent, and mitigate Adverse Human Rights Impacts and Social Risks that threaten both the rights of people and long-term business value. A failure to implement robust HRDD processes exposes companies to severe financial, legal, and Reputational Risk, making this training an essential investment in Sustainable Corporate Governance.

The foundation of effective Responsible Business Conduct (RBC) lies in the United Nations Guiding Principles on Business and Human Rights (UNGPs), which establish the corporate responsibility to Respect Human Rights. This intensive training will dissect the four-step HRDD cycle Assess, Integrate & Act, Track, and Communicate emphasizing a Risk-to-People approach. Participants will gain mastery in conducting a Salient Human Rights Risk Assessment, developing effective Grievance Mechanisms, and leveraging corporate Influence and Leverage to drive positive change. By equipping teams with the knowledge to proactively manage Labor Rights violations, Forced Labor, and other profound social issues, the course ensures that organizations can achieve both Compliance and genuine Social Impact in an era of heightened Stakeholder Expectations and global transparency demands.

Programme Curriculum

Social Risk and Human Rights Due Diligence Training Course

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Course Duration

5 days

Course Objectives

Upon completion of this course, participants will be able to:

1. Master the framework of the United Nations Guiding Principles (UNGPs) and OECD Guidelines for multinational enterprises.
2. Differentiate between Human Rights Risk and Business Risk in decision-making.
3. Implement a comprehensive Human Rights Due Diligence (HRDD) process across the entire Value Chain.
4. Conduct a robust Salient Human Rights Risk Assessment (HRA) to prioritize severe impacts.
5. Identify, prevent, and mitigate high-risk issues like Forced Labor, Child Labor, and Modern Slavery in the supply chain.
6. Design and operationalize effective Operational-level Grievance Mechanisms (OGMs) and access to Remedy.
7. Integrate human rights considerations into core business functions, including Procurement, Sourcing, and Mergers & Acquisitions (M&A).
8. Understand the requirements of emerging Mandatory HRDD (mHRDD) Legislation.
9. Develop strategies for meaningful Stakeholder Engagement with rightsholders and communities.
10. Establish performance KPIs and a robust system for Tracking and Monitoring HRDD effectiveness.
11. Prepare transparent and credible Non-Financial Reporting aligned with global standards like GRI and SASB.
12. Leverage Technology for improved Supply Chain Transparency and risk monitoring.
13. Embed a culture of Ethical Sourcing and Responsible Exits when remediation is impossible.

Target Audience

1. Sustainability & ESG Managers
2. Supply Chain & Procurement Directors
3. Legal & Compliance Officers
4. Risk Management & Internal Audit Professionals
5. Ethical Sourcing & Responsible Business Conduct Specialists
6. Corporate Social Responsibility (CSR) Heads
7. Investor Relations Professionals focused on social metrics
8. Human Resources (HR) Leaders addressing labor rights

Course Modules

1. Foundations of Business and Human Rights (BHR)

- The UN Guiding Principles (UNGPs).
- International Labor Standards and fundamental rights at work.
- Distinction between Human Rights Risk and Social Risk
- The business case for HRDD.
- Case Study: The Rana Plaza collapse.

2. Identifying and Assessing Human Rights Risks

- Mapping the Value Chain.
- Conducting a Salient Human Rights Risk Assessment.
- Identifying Vulnerable Groups and risks related to Gender, Indigenous Peoples, and migrant workers.
- Using Country/Sector Risk Indices and leveraging external data sources.
- Case Study: Identifying forced labor risks in the electronics supply chain by assessing the geographical and product-specific indicators in high-risk raw material sourcing

3. Integrating and Acting on Findings (Prevention and Mitigation)

- Developing a strong Human Rights Policy Commitment
- Embedding HRDD into core business processes
- Developing and implementing concrete Action Plans for high-priority risks.
- Establishing clear roles, responsibilities, and Internal Governance for HRDD oversight.
- Case Study: An international construction company integrating human rights clauses into all supplier contracts and adjusting payment terms to prevent suppliers from passing financial pressure on to migrant workers.

4. Supply Chain Due Diligence and Modern Slavery

- Advanced techniques for Supply Chain Transparency and mapping beyond Tier 1.
- Practical steps for preventing and detecting Modern Slavery and Forced Labor.
- The role of Ethical Audits and when to move beyond them
- Incentivizing compliance and implementing Responsible Disengagement
- Case Study: A food and beverage company working with NGOs to establish a 'Worker Voice' program in its agricultural sourcing regions to bypass management and directly monitor labor conditions for seasonal workers.

5. Access to Remedy and Grievance Mechanisms

- The UNGPs framework on Effective Remedy for adverse impacts.
- Designing and implementing credible Operational-level Grievance Mechanisms that are accessible and safe for rightsholders.
- Principles of Non-Retaliation and ensuring confidentiality in reporting.
- The process of Remediation.
- Case Study: A mining company establishing an independent, community-led OGM to address local complaints about environmental damage and land disputes, leading to negotiated compensation and a revised impact assessment.

6. Stakeholder Engagement and Collaborative Action

- Principles for meaningful and inclusive Stakeholder Consultation and dialogue.
- Engaging with Trade Unions and legitimate worker representatives.
- Collaboration with Civil Society Organizations and NGOs for local expertise.
- The concept of Collective Leverage through multi-stakeholder initiatives
- Case Study: A fashion brand collaborating with industry peers and a global union to sign an accord that provides for independent safety inspections and a binding arbitration process for workers.

7. Tracking Performance and External Communication

- Defining effective Key Performance Indicators for HRDD outcomes
- Techniques for internal and external Monitoring and verification of performance.
- Requirements for Non-Financial and Sustainability Reporting
- Communicating clearly and transparently on challenges and progress
- Case Study: A multinational company publishing a transparent Human Rights Report that details its salient risks, metrics, and ongoing challenges, including cases where it failed to achieve full remedy, maintaining credibility with investors and consumers.

8. The Evolving Legal and Regulatory Landscape

- In-depth analysis of emerging Mandatory HRDD laws globally
- Understanding the legal concepts of Parent Company Liability and Director Liability.
- The role of Financial Institutions and Investors in driving HRDD.
- Future trends: Climate Change and the human rights nexus.
- Case Study: An analysis of a recent legal challenge in a jurisdiction with mandatory due diligence, highlighting how a lack of verifiable risk prevention measures led to legal sanctions and significant reputational damage.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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