

THE INTERNATIONAL BILL OF HUMAN RIGHTS

The Universal Declaration of Human Rights

International Covenant on Economic, Social and Cultural Rights (ICESCR)

International Covenant on Civil and Political Rights (ICCPR)

33 articles in the two Covenants comprise 48 specific rights forming the minimum for identifying adverse impacts

1. Right to self-determination (indigenous peoples rights) (ICESCR art. 1 & ICCPR art. 1)

2. Right to non-discrimination (ICESCR art. 2 & ICCPR art. 2)

**3. Right to work (training, contract, termination)
(ICESCR art. 6)**

**4. Right to enjoy just and favourable conditions of
work, including (ICESCR art. 7):**

4.a. Right to equal pay for equal work

4.b. Right to a living wage (minimum wage)

4.c. Right to safe and healthy working conditions

**4.d. Right to equal opportunity for everyone to be
promoted**

4.e. Right to rest, leisure and paid holidays

**5. Right to form and join trade unions and right to
strike (ICESCR art. 8)**

**6. Right to social security, including social insurance
(ICESCR art. 9)**

7. Right to family life, including (ICESCR art. 10):

**7.a. Right to protection of mothers before and
after childbirth**

**7.b. Right to children's & young people's
protection from exploitation (no child labour)**

**8. Right to adequate standard of living, including
(ICESCR art. 11):**

8.a. Right to adequate food and its fair distribution

8.b. Right to adequate clothing

8.c. Right to adequate housing

8.d. Right to water and sanitation

9. Right to health (ICESCR art. 12)

10. Right to education (ICESCR art. 13 & art. 14)

**11. Right to take part in cultural life, to benefit from
scientific progress, and of the material and moral
rights of authors and inventors (ICESCR art. 15):**

11.a. Right to take part in cultural life

11.b. Right to benefit from scientific progress

11.c. Right to material gains from inventions

**11.d. Moral rights of authors
(protection of copyright)**

12. Right to life (ICCPR art. 6)

**13. Right not to be subjected to torture, cruel,
inhuman and/or degrading treatment or
punishment, including (ICCPR art. 7):**

**13.a. Right not to be subjected to torture, cruel,
inhuman and/or degrading treatment or
punishment**

**13.b. Right to free, prior and informed consent to
medical or scientific experimentation**

**14. Right not to be subjected to slavery, servitude or
forced labour (ICCPR art. 8)**

**15. Right to liberty and security of person
(ICCPR art. 9)**

**16. Right of detained persons to humane treatment
(ICCPR art. 10)**

**17. Right not to be subjected to imprisonment for an
inability to fulfill a contract (ICCPR art 11)**

18. Right to freedom of movement (ICCPR art. 12)

**19. Right of aliens to due process when facing
expulsion (seeking asylum) (ICCPR art. 13)**

20. Right to a fair trial (ICCPR art. 14)

**21. Right to be free from retroactive criminal law
(ICCPR art. 15)**

**22. Right to recognition as a person before the law
(ICCPR art. 16)**

23. Right to privacy (ICCPR 17)

**24. Right to freedom of thought, conscience and
religion (ICCPR art. 18)**

**25. Right to freedom of opinion and expression,
including (ICCPR art. 19):**

25.a. Right to freedom of opinion

25.b. Right to freedom of expression

25.c. Right to freedom of information

**26. Right to freedom from war propaganda, and
freedom from incitement of racial, religious or
national hatred, including (ICCPR art. 20):**

26.a. Right to freedom from war propaganda

**26.b. Right to freedom from incitement of racial,
religious or national hatred**

**27. Right to freedom of peaceful assembly
(ICCPR art. 21)**

28. Right to freedom of association (ICCPR art. 22)

**29. Right to protection of the family and the right to
marry (ICCPR 23)**

**30. Right to protection of the child and right to
acquire a nationality (ICCPR art. 24)**

**31. Right to participate in public affairs
(ICCPR art. 25)**

**32. Right to equality before the law, equal protection
of the law, and rights of non-discrimination
(ICCPR art. 26)**

**33. Rights of minorities (culture, religious practice
and language) (ICCPR art. 27)**

ENVIRONMENTAL AREAS

Sources: *EU Taxonomy Regulation, OECD Guidelines for Multinational Enterprises, Rio Declaration on Environment and Development, Paris Agreement

1. *Sustainable use and protection of water and marine resources

2. Use of energy

3. Use of raw materials

4. Use of chemicals

5. Use of ozone depleting substances or Persistent Organic Pollutants

6. *Transition to a circular economy

7. Soil and groundwater emissions

8. Surface water Emissions

9. *Climate change mitigation

10. Noise emissions and light emissions

11. Odour and dust emissions

12. *Pollution prevention and control

13. *Protection and restoration of biodiversity and ecosystems

14. Animal welfare

15. Wastewater Management

16. Solid Waste Management

17. Handling, transportation and waste management of hazardous substances

18. Food waste management

19. *Climate change adaptation

20. Use and diffusion of environmentally friendly technologies

ECONOMIC AREAS

Source: OECD Guidelines for Multinational Enterprises, UN Convention against Corruption (UNAC)

- 1. Accurate books and records, including data on income from past five years**
- 2. Bribes to or corruption of public officials**
- 3. Bribes to or corruption of private counterparts**
- 4. Trading in influence in relation to business partners, government officials or employees**
- 5. Bribes, corruption or trading in influence through the use of intermediaries**
- 6. Use of facilitation payments, unless you are subject to threats or other coercion**
- 7. Political contributions, charitable donations and sponsorships in expectation of undue advantages**
- 8. Offering or accepting gifts beyond stated value (approvals)**
- 9. Permitting or participating in money laundering**
- 10. Hiring government employees for jobs relating to former areas of responsibility**
- 11. Abstain from cronyism and nepotism**
- 12. Clearly define job duties based on skills, qualification and experience**
- 13. Extortion or blackmail**
- 14. Fraud or embezzlement**
- 15. Anti-trust or anti-competition**
- 16. Tax avoidance**