World Benchmarking Alliance

CHRB
Corporate Human Rights Benchmark

Corporate Human Rights Benchmark

2019 Key Findings

Across Sectors: Agricultural Products, Apparel, Extractives & ICT Manufacturing

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As the CHRB we want to emphasise that the results, based on publicly available information, are a proxy for corporate human rights performance and not an absolute measure of performance. This is because, while there is extensive work being undertaken to understand and value respect for human rights, there are no agreed fundamental units of measurement for human rights. As such the CHRB results provide a subjective assessment at a certain point in time.Therefore, a score of 0 on an individual indicator does not necessarily mean that bad practices are present or that there is no company action on the issue. Rather, it means that we have been unable to identify the required information in public documentation. The introduction of half-marks in 2018 has gone some way to showing where companies are active and communicat ing on a human rights topic where they are not meeting all the CHRB requirements for full marks.

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World Benchmarking Alliance

The CHRB is integrating into the World Benchmarking Alliance (WBA) and will transfer all intellectual property, ownership & rights to the WBA in 2020.

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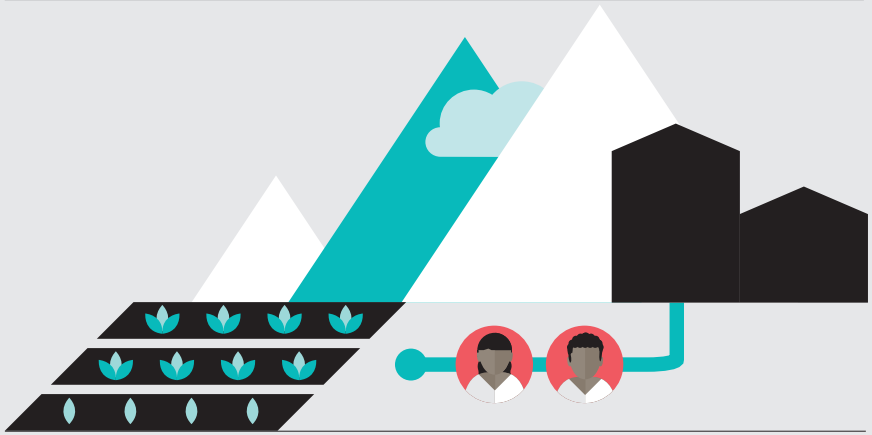


Introduction and Overview

It is with great pleasure that as the Chair of the Corporate Human Rights Benchmark (CHRB) I can introduce this summary of the CHRB 2019 results. This third iteration of the benchmark answers some key questions that inspired the creation of the CHRB; which companies perform best on human rights issues, whether public rankings could, with stakeholder support, create enough pressure to generate a race-to-the-top in human rights, and if these mechanisms could move high-risk sectors as a whole without additional market interventions.

Since 2016 the CHRB has been assessing and ranking 100 of the largest listed companies from high-risk sectors (agricultural products, apparel and extractives). This year we have doubled the size of the benchmark and also added in a fourth sector; Information and Communications Technology Manufacturing.

Looking at the 100 original companies, their progress is pleasing; moving from an average score of 18 % in 2017 to almost 32 % in 2019. Companies maintaining top positions like Adidas, Unilever and Marks & Spencer, should be credited for starting well and continuing to improve. But some high profile names such as Ross Stores, Monster, Starbucks and Costco remain in the lowest bands. It is clear that a significant portion have not 'taken part in the race'; remaining static with minimal score changes. Low scoring non movers could be seen as undermining their sectors and free-riding on the overall average improvements.

Looking at only the new 100 companies, it is very concerning to see an average score of only 17 %. This points to a potential weakness in public benchmarking; it only matters to those being measured. The CHRB has seen interest from non-ranked companies inside and out of the target sectors, so we know this is not a universal problem, but conversely it does not provide support for the idea that moving key companies can drag the sector as a whole upwards over relatively short time frames.

In aggregate, the 200 companies are painting a distressing picture; most companies are scoring poorly and the UN Guiding Principles on Business and Human Rights (UNGPs) are clearly not being implemented. That one quarter of companies score less than 10 % and a full half of companies fail to meet any of the five basic criteria for human rights due diligence should alarm governments and investors.

The annual improvements for most companies, the static nature of some companies and the very low average score of new companies points to two conclusions: Firstly, public benchmarking of corporate human rights performance has a clear place in driving positive changes in corporate behaviour and should be continued. Secondly, when companies are not motivated to move out of the lowest scoring bands then the limitations of benchmarks should be acknowledged, and the evidence should be used to support more robust interventions. For this reason, the CHRB is calling for a rapid acceleration in the uptake of human rights due diligence and for companies, governments and investors to ensure respect for human rights is not optional.

Beyond 2019 there are changes for the CHRB. To increase our impact through scale, while maintaining deep analysis of high-risk sectors, the CHRB is merging with the World Benchmarking Alliance (the WBA). In 2020, the CHRB will benchmark five sectors by adding Automobile Manufacturing companies. Our staff will also be key to ensuring that human rights are kept at the heart of the WBA's benchmarks, which will assess the 2,000 keystone actors for achieving the SDGs. Our board, which has met twice a month for the last three years, will take a step back from the governance aspects; transitioning to become the CHRB Expert Review Committee and focusing on refining the Methodology in 2020 and ensuring the CHRB data is best used to drive change. The CHRB will push companies in a race-to-the-top in corporate human rights performance and with the merger with WBA is now well placed to continue this important task through the next decade.

Steve Waygood

Chief Responsible Investment Officer, Aviva Investors
Chair, Corporate Human Rights Benchmark

Acknowledgements

The CHRB is governed by a unique multistakeholder group and we recognise the crucial support from the **Business and Human Rights Resource Centre**, the **Institute for Human Rights and Business**, the **EIRIS Foundation**, **Aviva Investors**, **APG Asset Management** and **Nordea ABP**, as well as our independent Advisory Council members (**Margaret Wachenfeld**, **Bennett Freeman** and **Gerbrand Haverkamp**).

The CHRB would like to acknowledge the great work of the EIRIS Foundation and its partners for managing the desk-based research in 2019. Our thanks also go to RepRisk (Reprisk due diligence on ESG and business conduct risks, www.reprisk.com) for providing ESG risk metrics and analytics for the CHRB serious allegations assessments, as well as InfluenceMap for allowing us to provide additional commentary on the results using their data.

None of this would be possible without the vital funding from our investor members, key governments and our partner and future parent the World Benchmarking Alliance. As such, the CHRB would like to express sincere thanks to the Governments of the United Kingdom, Denmark, the Netherlands and Switzerland, as well as the Aviva Foundation.

Finally, the CHRB would like to extend our thanks to the many supporters who have helped improve our methodology and champion our work, as well as the large number of individuals within the benchmarked companies who devoted significant time and effort to engaging with the CHRB and ensuring the correct information was available for analysis.

1. 2019 Results: Overall

OVERALL AVERAGE 24.3%

This section looks at the overall picture and takes the 2019 results as a snapshot in time of the corporate human rights performance of 200[1] of the largest global companies in four high-risk sectors (agricultural products, apparel, extractives and ICT manufacturing). The CHRB observe consistently low scores across all measurement themes, contributing to a disappointingly low overall score of 24%.

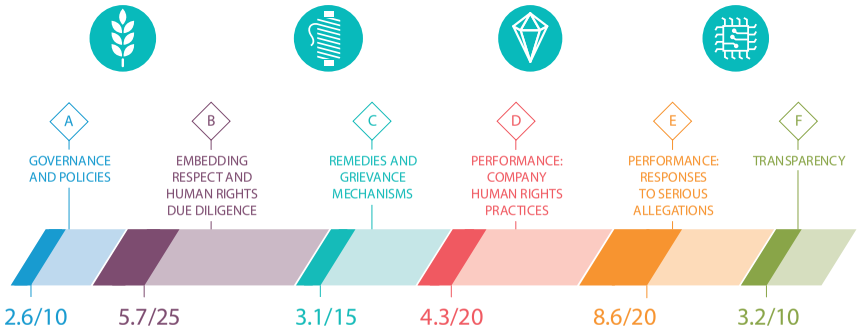


Figure 1: Average Score by Measurement Theme (darker colour blocks indicate proportion achieved)

A number of companies score zero on all the indicators across a whole measurement theme, which means that the CHRB couldn't find enough publicly available information to give even a half mark on any of the indicators relating to:

- A.1 Commitments to respect human rights - **8 companies** score 0 on all indicators across this theme
- A.2 Board level accountability for human rights - **63 companies** score 0 on all indicators across this theme
- B.1 Embedding respect for human rights in company management systems - **29 companies** score 0 on all indicators across this theme
- B.2 Human rights due diligence - **95 companies** score 0 on all indicators across this theme
- C. Remedy and grievance mechanisms - **19 companies** score 0 on all indicators across this theme
- D. Performance: Dealing with key risks and enabling factors for human rights - **19 companies** score 0 on all indicators across this theme
- E. Performance: Responses to serious allegations - **2 companies** score 0 on all indicators across this theme
- F. Transparency - **4 companies** score 0 on all indicators across this theme

The high number of companies scoring zero points within themes A-D is a concern as it indicates companies lack the fundamental commitments and systems needed to avoid causing adverse human rights impacts, or to provide effective remedy after a negative impact has occurred.

The fact that nearly half of the companies assessed (49%) score 0 across all indicators related to the process of human rights due diligence is particularly alarming. These indicators focus on the specific systems the company has in place to ensure that due diligence processes are implemented to assess the real-time risks to human rights that the company poses, to act on these findings so as to prevent and mitigate the impacts, and to track and communicate those actions. Human rights due diligence is a fundamental expectation of the UN Guiding Principles on Business and Human Rights (UNGPs). The three companies that top the 2019 ranking (Adidas, Rio Tinto and Unilever) all score full points on the human rights due diligence indicators.

1. This is double the number of companies assessed in 2017 and 2018 and includes ten companies assessed in more than one sector, two company mergers, two removed companies and one exclusion. See the technical annex document for more detail (available on www.corporate-benchmark.org).

The scoring distribution below shows that **the majority of companies are failing to demonstrate their respect for human rights**:

- A quarter of companies score less than 10%
- Nearly 9 out of 10 companies score less than 50%

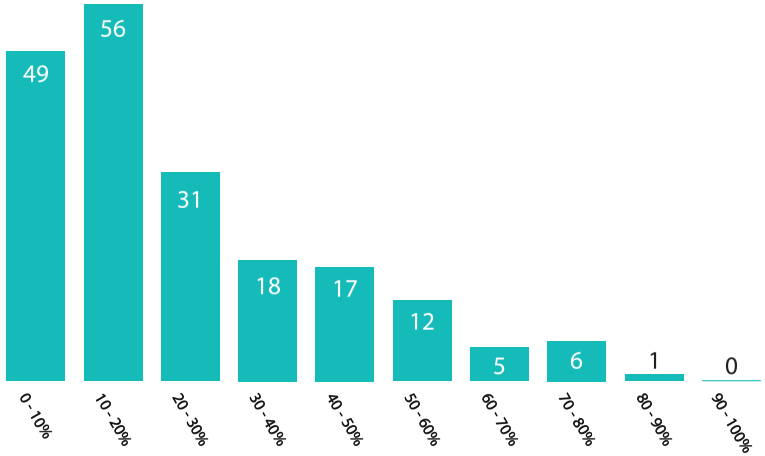


Figure 2: Number of Companies in each Band

New companies - low scores: 100 new companies added in 2019 (40 ICT manufacturing companies and some additional companies across the sectors previously benchmarked) drag the average score down from 31%[1] back down to 24% (3% less than in 2018). The average score of the 'new' companies, at 17%, places them where the pilot companies started in 2017 – or in an even worse position in the case of some companies. This reveals a stark difference between companies that have previously been exposed to the pressures of external benchmarks, and those that are new to it. This shows that companies that are not under pressure to improve are not learning from leaders.

Scrutiny can drive change: The introduction of new companies also serves to highlight the progress made by many companies previously included in the benchmark. The contrast between the result of 'new' and 'repeat' companies shows that public benchmarking of corporate human rights performance does make a difference and clearly contributes to driving positive changes in corporate behaviour.

Engagement as a proxy? CHRB does not give points for engagement and the methodology and assessment criteria are fully transparent and publicly available so there is no requirement to engage. We do however observe that companies actively engaged with CHRB score three times as much as non-engaged companies and that, on average, engaged companies' scores improve at triple the rate of non-engaged companies. This suggests that the companies that engage with CHRB do so because they are interested in understanding how to improve their scores - and also hopefully their approach to human rights. While CHRB would discourage engaging 'for the sake of engaging', it has proven beneficial to help companies understand the detail of the assessment criteria and learn from other companies that demonstrate good practices. This has helped encourage shifts in disclosures and approaches.

CHRB will continue to encourage more engagement, better practices and increased disclosure, especially from low-scoring companies that have not so far demonstrated any willingness to improve their approach to human rights. But these findings also highlight the need for more pressure to be applied on companies by other strakeholders, including investors and governments.

1. 2019 Average score looking only at companies previously included in the benchmark.

2. Key Messages

Low scores for vast majority indicate failure to implement UNGPs

The 2019 average score is 24 %. More than half of the 200 benchmarked companies score less than 20 % and only 1 in 10 companies score more than 50 %. These extremely low scores reveal poor levels of implementation of the UNGPs by the vast majority of companies assessed, which is particularly concerning given that the CHRB focuses on the industries with the highest risks of negative human rights impacts (agricultural products, apparel, extractives and ICT manufacturing).

Human rights due diligence is a key weakness for most companies

Human rights due diligence, as the process a business is expected to follow in order to identify, assess and act upon its human rights risks, is at the heart of any good approach to managing human rights risks. Companies score 21 % (3.2 out of 15) on average under the human rights due diligence assessment area, while 49 % of companies score zero against every human rights due diligence indicator. As this is the tool for companies to both "know and show" that they are respecting human rights, the fact that so many companies fail to disclose information about this process should be of concern, particularly to governments considering the need for mandatory due diligence, and investors aiming to understand the risks in their portfolios.

Encouraging progress for companies assessed multiple times

Average scores for 'repeat' companies increased from 18 % in 2017 to 31 % in 2019; approximately 6 % yearly. 75 % of companies have improved their scores. Companies are gradually moving out of the lowest scoring bands and, for the first time, 0 - 10 % is not the most populated scoring band. Some companies have demonstrated significant progress with Danone, Diageo, ENI, Fast Retailing, Heineken, Kellogg, PTT and Repsol's total scores improving by more than 30 percentage points since 2017. Leaders such as Adidas, Unilever and Marks & Spencer retain top positions and score above 70 %. While 1 in 5 companies were 'static' and not moving more than 5 % since 2017, of those who were 'in the race' the average increase in scores was 17 %.

Not all companies are 'in the race to the top'

There are still plenty of laggards who consistently refuse to meet the basic requirements and who need further and greater pressure to act. Monster Beverages, Starbucks and Costco are still amongst the poorest performers in the ranking. 1 in 5 companies have not demonstrated any significant progress since the 2017 Pilot benchmark (improving less than 5 % from their first score), indicating that there have been insufficient incentives for them to change. Eight companies still score less than 5 % overall after more than three years (China Petroleum & Chemical, EOG Resources, CNOOC, China Shenhua Energy, Shoprite, Surgutneftegas, Heilan Home and Kweichow Moutai).

Out of sight – out of mind: new companies scoring 17%

The CHRB added 100 new companies in 2019, scoring 17 % on average; back to where the average scores were in 2017 and dragging down the sector scores overall. This does show that scrutiny can drive change, but conversely, companies not under scrutiny do not appear to have felt the pressure to disclose or improve as their peers. Newmont Goldcorp Corporation and Barrick Gold Corporation were the only new companies to score more than 50 %, while two new companies scored zero on every single indicator (Youngor and Zhejian Semir).

Companies fail to show remedy and compensation for victims of abuse

The CHRB looks at how companies respond to allegations of severe human rights impacts. Of almost 150 severe allegations reviewed in the 2019 assessment, in only 3 % of cases do the companies show that they provided remedy that was satisfactory to the victims. The allegations considered in the CHRB assessment are only the most severe allegations in terms of scale, scope and remediability - from 2016-2018; there are therefore many more allegations that were not assessed in depth. It is noteworthy that the indicator most reliant on the voice of affected stakeholders and most clearly linked to human rights impacts is almost universally unfulfilled by companies.

Transparency needs to improve – particularly for actual impacts and company practices

Disclosure overall is weak and particularly in relation to the details of practices to manage key risks (such as forced labour) or enabling activities (like living wages or mapping the supply chain). For example, while more companies each year are starting to disclose details of their supply chain mapping, only 10-15 % of 'new' companies are doing this. Some companies express frustration if they believe they 'do more than they say' while others 'say more than they do'. The answer lies in emulating high scoring peers who have not suffered from being more transparent, to enable a better discourse on relative performance.

ICT manufacturing is lagging behind

ICT manufacturing was included for the first time in 2019 and, being in the CHRB benchmark for the first time, the companies are scoring poorly, with an average score of 18 %. This is lower than the average for companies in the agricultural products (24 %), apparel (25 %) or extractive sectors (29 %). Not a single ICT manufacturing company scored above 50 %, and more than two thirds scored below 20 %. Hewlett Packard Enterprise, Microsoft Corporation and HP Inc. lead the sector in the 40 – 50 % band, whilst Western Digital, Broadcom, Largan Precision and Keyence Corp are at the bottom of the ranking with their total scores under 3 %. ICT companies do appear to disclose on specific issues relatively well but fall down on more systematic approaches to respecting human rights.

3. 2019 Results: Repeat Companies OVERALL AVERAGE 31.4%

This section focuses on 'repeat' companies (companies that were already included in previous benchmarks) to enable an analysis of trends and progress. Since the Pilot benchmark was published in early 2017, there has been a significant shift in results. The average score has increased from 18 %[1] in 2017 to 27 % in 2018 and 31 % in 2019, signaling an improvement of 13 %.

As shown on Figure 3 below:

- The number of companies in the lowest scoring band (0-10 %) has shifted from over 40 % in 2017 to just over 15 % in 2019.
- The number of companies in the 30-60 % bands has doubled from 15 in 2017 to over 30 in 2019, while the number of companies scoring more than 60% has gone from 3 in 2017 to 11 in 2019.
- The total scores of half of the companies went up by more than 10 % (i.e. at least one band change) and 8 companies saw significant changes of more than 30 % (Danone, Diageo, ENI, Fast Retailing, Heineken, Kellogg, PTT and Repsol).

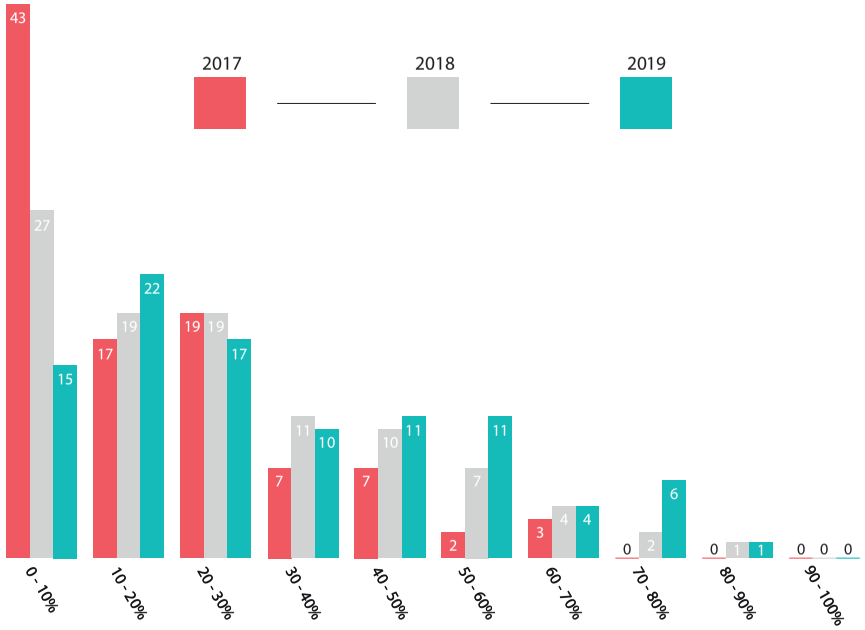


Figure 3: Number of Companies in each Band in 2017, 2018 and 2019 (out of 98, 100 and 97 companies respectively for each year)

Static companies not in the race: However, with one quarter of companies showing less that 5 % increase in their score since 2017, systemic improvement remains fragmented and, in some areas, stagnant. One fifth of companies not moving suggests a free-rider problem that is not being addressed by benchmarking so far. Additionally, due to the very low starting point in 2017, the average score of repeat companies in 2019 is still low at 31 % in spite of the progress observed. Based on the current improvement rate of 'repeat' companies, the benchmark indicates that it will take a further 5 years for companies to hit an average score of 50 %; that's 14 years on from when the UNGPs

1. This is the average 2017 score re-calculated by applying the 2018 scoring rule for Measurement Theme E (Responses to Serious Allegations) to the 2017 data, and is used throughout this report. See pp. 49-50 of the 2018 Key Findings Report for more information.

were agreed upon. Figure 4 on the next page clearly shows that even for repeat companies, average scores in each measurement theme remain alarmingly low. This does not take into account the possibility of the CHRB introducing new requirements or tightening existing criteria in its Methodology, nor does it factor in the scenario, as our results have evidenced to date, that the introduction of new companies will drag the average scores down significantly.

In summary, the majority of benchmarked companies are taking part in the race, but:

- One fifth of companies continue to score very poorly and do not seem motivated to move, which highlights the need for further engagement and enhanced scrutiny by other stakeholders
- Benchmarking shows some limits (for example for dealing with companies that are not engaging with the issues at all), even though the CHRB's theory of change seems to be working for a number of companies

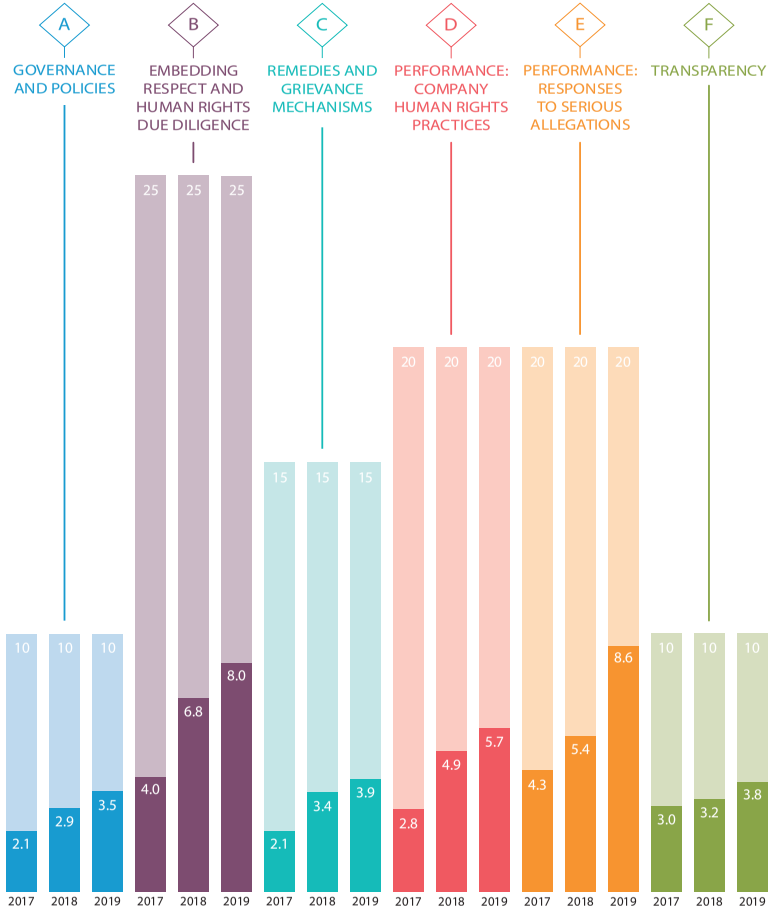


Figure 4: Average score per Measurment Theme in 2017, 2018 and 2019 (repeat companies only)

4. 2019 Results: New Companies

OVERALL AVERAGE 17.2%

In 2019, CHRB added just under 100 companies to the list of benchmarked companies.[1]

The results of these new companies paint a familiar but concerning picture:

- The average score for these new companies is 17 %
- Nearly two thirds score less than 10 %
- Only two new companies score above 50 % (both in the mining sector)
- Scores are generally low across all themes

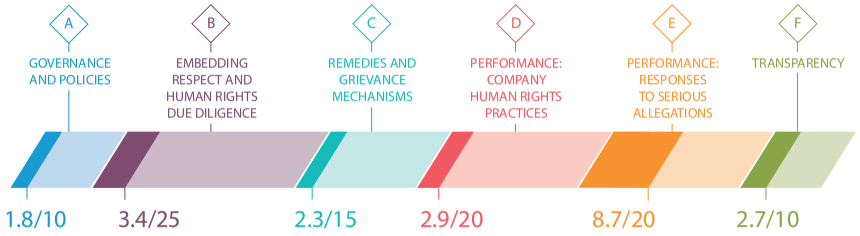


Figure 5: Average Score of New Companies by Measurement Theme (darker colour blocks indicate proportion achieved)

The average scores for new companies are low across all sectors, with 13 % for Agricultural Products, 16 % for Apparel, 21 % for Extractives and 18 % for ICT Manufacturing. All scores are also low across all measurement themes as shown above. This essentially places the newly added companies at similarly low scores as the 2017 Pilot results.

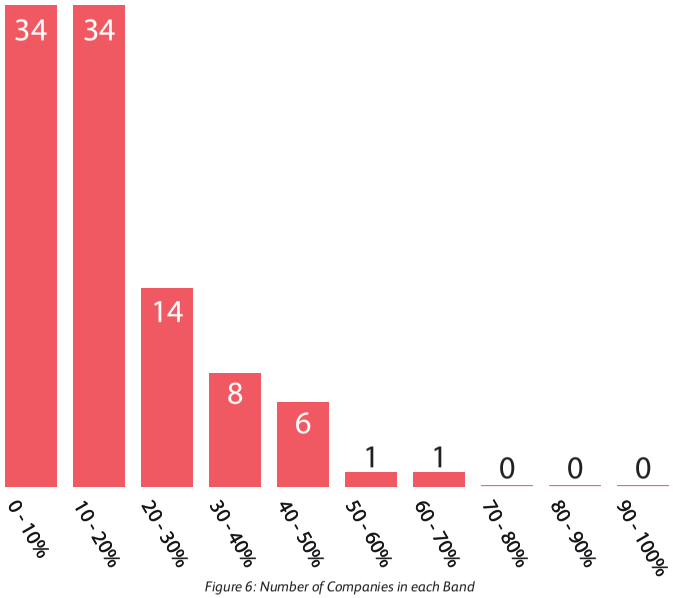


Figure 6: Number of Companies in each Band

1. 38 new companies were assessed under Agricultural Products, 31new companies under Apparel, 37 new companies under Extractives and 40 new companies in the Pilot ICT Manufacturing benchmark (with some companies being assessed in more than one sector).

Weakness on key indicators:

- More than a quarter score zero on some of the most basic indicator requirements (e.g. indicator A.1.1), meaning that they do not have a publicly available statement of policy committing the company to respect human rights
- Less than 10 % demonstrate that they provide incentives to the Board linked to the implementation of the company's human rights policy commitments or targets (indicator A.2.3)
- Two thirds of these new companies fail to disclose information that shows that they identify the human rights risks and impacts of the company - let alone analyse those risks, put necessary measures in place to tackle them or track the effectiveness of these measures

In fact, more than half of the new companies score zero across all the human rights due diligence indicators, which means that the information they disclose about their human rights risks and impacts - if any - does not meet the fundamental expectations of the UNGPs.

No company scores above 70 %. Two companies, Newmont Goldcorp and Barrick Gold, score above 50 % but this is fewer companies than in the initial 2017 benchmark, in which 6 companies already scored above 50 %.

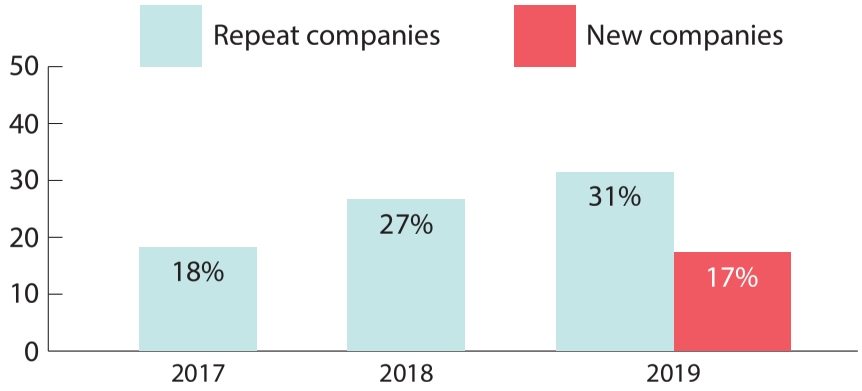


Figure 7: Average Scores Over Time (Repeat and New Companies)

Looking at the disappointing scores from new companies compared with the improved scores of 3rd year companies provides both a vindication and a critique of the CHRB theory of change. While it appears that major listed corporations can and will take action in response to external pressures such as benchmarks and engagement based on the results, this effect appears mostly limited to those companies under scrutiny.

We do not yet see evidence that leading companies inside the benchmark can put pressure on companies outside of it to create change and move a high-risk sector as a whole upwards over relatively short time frames. Expanding the scale and scope of future benchmarks is therefore a key consideration, but beyond this the results highlight the need for a rapid uptake of human rights due diligence by companies and increased pressure on companies from other stakeholders, including civil society, investors and governments.

5. Company Rankings by Region

NORTH AMERICA

COMPANY NAME	HEADQUARTER COUNTRY
Freeport-McMoRan	USA
Kellogg	USA
Newmont Goldcorp Corporation	USA
The Gap Inc	USA
VF	USA
The Coca-Cola Company	USA
Barrick Gold Corporation	Canada
Hanesbrands	USA
PepsiCo	USA
Hewlett Packard Enterprise	USA
Nike	USA
Microsoft Corporation	USA
HP Inc.	USA
ConocoPhillips	USA
Intel Corporation	USA
Apple Inc	USA
Teck Resources	Canada
Grupo Mexico	Mexico
Under Armour	USA
Chevron Corporation	USA
Gildan Activewear	Canada
Cisco Systems, Inc.	USA
Mondelez International	USA
Archer Daniels Midland	USA
General Mills	USA
McDonald's	USA
Lululemon Athletica	Canada
PVH	USA
Marathon Petroleum	USA
Occidental Petroleum	USA
Texas Instruments Inc.	USA
Exxon Mobil	USA
Walmart Inc	USA
The Hershey Company	USA
Columbia Sportswear	USA
Target	USA
Suncor Energy	Canada
Micron Technology	USA
Macy's	USA
Sysco	USA
Kroger	USA
L Brands	USA
Amazon.com, Inc.	USA
Corning Inc	USA
Lam Research	USA
TJX Companies	USA
Analog Devices	USA
Tapestry	USA
Nordstrom	USA
Ralph Lauren	USA
Canadian Natural Resources	Canada
Yum! Brands	USA
Hormel Foods Corporation	USA
Carter's	USA
Devon Energy	USA
Skechers	USA
Kraft Heinz	USA
Kohl's	USA
Skyworks Solutions	USA
Tyson Foods	USA
NVIDIA Corporation	USA
Phillips 66	USA
Costco Wholesale	USA
Starbucks	USA
Applied Materials	USA
Qualcomm	USA
Vulcan Materials	USA
Brown-Forman Corporation	USA
Conagra Brands	USA
Monster Beverage	USA
Loblaw Companies	Canada
McCormick & Company	USA
Alimentation Couche-Tard	Canada
Microchip Technology	USA
Ross Stores	USA
Amphenol Corporation	USA
EOG Resources	USA
Foot Locker	USA
Western Digital	USA
Broadcom	USA
Constellation Brands	USA

EUROPE

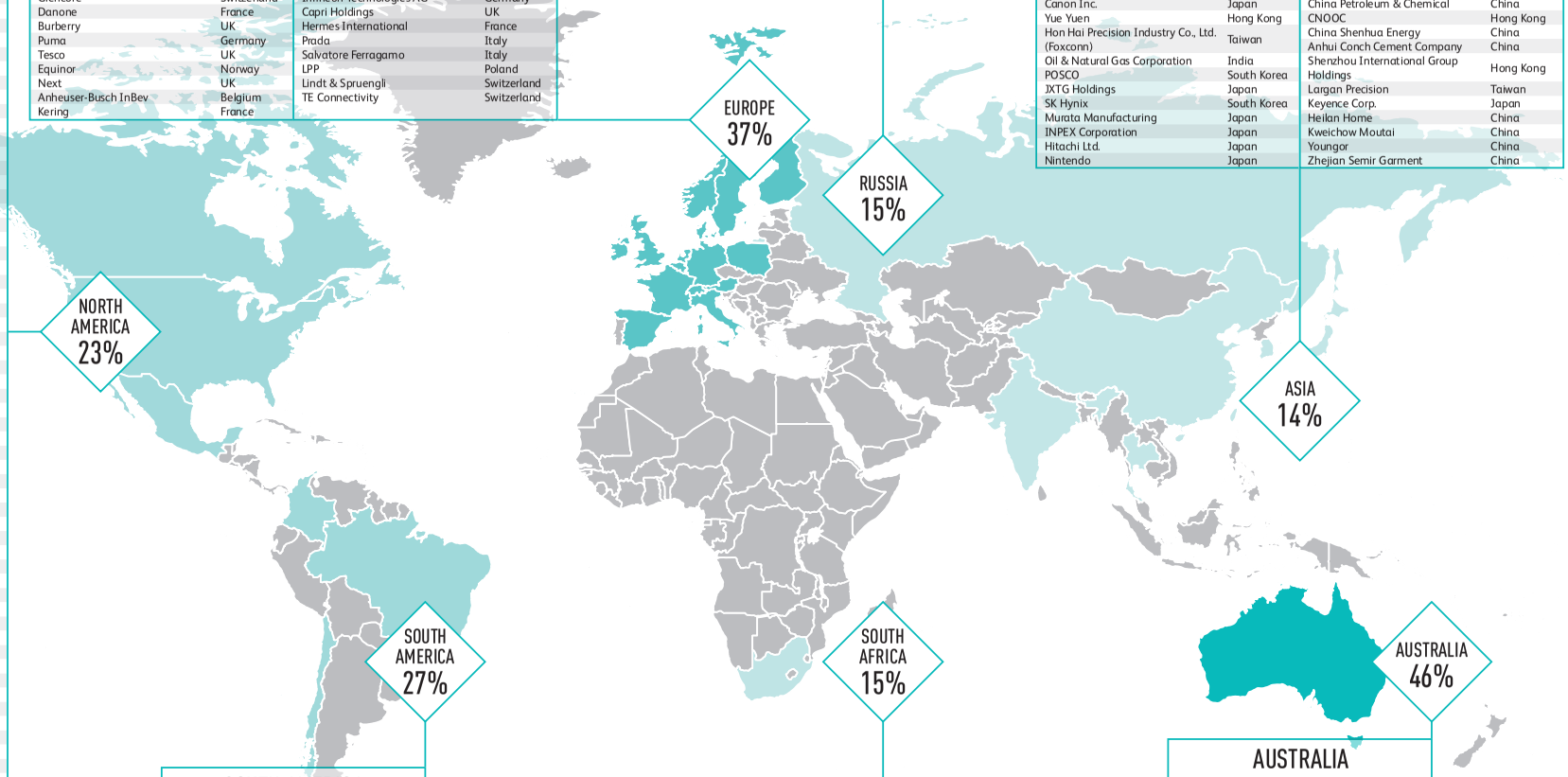
COMPANY NAME	HEADQUARTER COUNTRY	COMPANY NAME	HEADQUARTER COUNTRY
Adidas	Germany	Ericsson	Sweden
Rio Tinto	Australia/UK	OMV	Austria
Unilever	Netherlands/ UK	NXP Semiconductors	Netherlands
		Carrefour	France
Marks & Spencer Group	UK	ArcelorMittal	Luxembourg
BHP Billiton	Australia/UK	LafargeHolcim	Switzerland
Repsol	Spain	Nokia	Finland
ENI	Italy	Associated British Foods	UK
Anglo American	UK	Pernod-Ricard	France
Inditex	Spain	Hugo Boss	Germany
Royal Dutch Shell	Netherlands	ASML Holding	Netherlands
Nestle	Switzerland	Ahold Delhaize	Netherlands
BP	UK	Kerry Group	Ireland
Diageo	UK	Compass Group	UK
Total	France	LVMH	France
Hennes & Mauritz	Sweden	HeidelbergCement	Germany
Heineken NV	Netherlands	Carlsberg	Denmark
Glencore	Switzerland	Infineon Technologies AG	Germany
Danone	France	Capri Holdings	UK
Burberry	UK	Hermes International	France
Puma	Germany	Prada	Italy
Tesco	UK	Salvatore Ferragamo	Italy
Equinor	Norway	LPP	Poland
Next	UK	Lindt & Spruengli	Switzerland
Anheuser-Busch InBev	Belgium	TE Connectivity	Switzerland
Kering	France		

RUSSIA

COMPANY NAME	HEADQUARTER COUNTRY
Rosneft Oil	Russia
Lukoil	Russia
Severstal	Russia
Norilsk Nickel	Russia
Gazprom	Russia
TATNEFT	Russia
Novolipetsk Steel	Russia
Surgutneftegas	Russia

ASIA

COMPANY NAME	HEADQUARTER COUNTRY	COMPANY NAME	HEADQUARTER COUNTRY
Fast Retailing	Japan	Nippon Steel Corporation	Japan
PTT	Thailand	Seven & I Holdings	Japan
Wilmar International	Singapore	PetroChina	China
Samsung Electronics	South Korea	Suntory Beverage & Food	Japan
Aeon Company	Japan	UltraTech Cement	India
Coal India	India	Page Industries	India
Taiwan Semiconductor Manufacturing	Taiwan	Kyocera	Japan
		ANTA Sports Products	China
Kirin Holdings Company	Japan	HOYA Corporation	Japan
Asahi Group Holdings	Japan	BOE Technology Group	China
Tokyo Electron	Japan	Yili Group	China
Siam Cement Public	Thailand	FamilyMart Co., Ltd	Japan
Canon Inc.	Japan	China Petroleum & Chemical	China
Yue Yuen	Hong Kong	CNOOC	Hong Kong
Hon Hai Precision Industry Co., Ltd. (Foxconn)	Taiwan	China Shenhua Energy	China
		Anhui Conch Cement Company	China
Oil & Natural Gas Corporation	India	Shenzhou International Group Holdings	Hong Kong
POSCO	South Korea		
JXTG Holdings	Japan	Largan Precision	Taiwan
SK Hynix	South Korea	Keyence Corp.	Japan
Murata Manufacturing	Japan	Heilan Home	China
INPEX Corporation	Japan	Kweichow Moutai	China
Hitachi Ltd.	Japan	Youngor	China
Nintendo	Japan	Zhejian Semir Garment	China



SOUTH AMERICA

COMPANY NAME	HEADQUARTER COUNTRY
Petrobras	Brazil
Ecopetrol	Colombia
BRF	Brazil
Falabella	Chile

SOUTH AFRICA

COMPANY NAME	HEADQUARTER COUNTRY
Sasol	South Africa
Mr Price	South Africa
Shoprite	South Africa

AUSTRALIA

COMPANY NAME	HEADQUARTER COUNTRY
Rio Tinto	Australia/UK
BHP Billiton	Australia/UK
Wesfarmers	Australia
Woolworths	Australia
Coles	Australia
Woodside Petroleum	Australia

6. 2019 Results: Agricultural Products

OVERALL AVERAGE 24.2%

57 of the largest agricultural product companies in the world were assessed against the CHRB's Agricultural Products Methodology, of which 19 were new additions in 2019 and 10 were also assessed in at least one other sector.

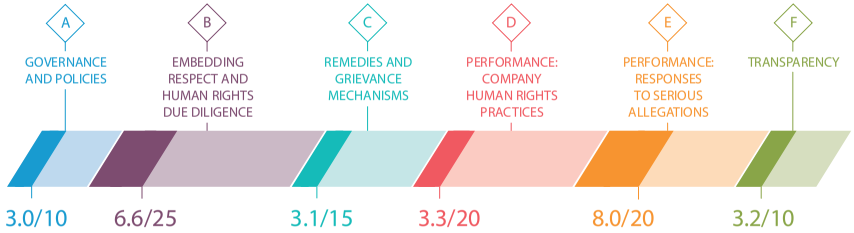


Figure 8: Average Score of Agricultural Product Companies by Measurement Theme (darker colour blocks indicate proportion achieved)

Even though there has been a general upward trend for companies assessed in the past three years, newly added companies pull the 2019 agricultural product average down to 24.2%. This results in a lower score compared to the 2018 average score of 25.5%. Figure 9 below shows this trend, with previously benchmarked companies ('repeat' companies) spreading more evenly across the different bands, and new companies clustering around the lowest scoring bands - all below 50%.

Seven companies score above 50%, with the top three (Unilever, Marks and Spencer Group and Kellogg) all scoring above 60%. Amongst new companies, Wilmar International and Coles received the highest total scores, placing them in the 40-50% and 20-30% scoring bands respectively. Amongst the repeat companies, scores improved by 3.2 percentage points on average and 1 company, Aeon Company, saw its total score improve by 12 percentage points.

Some of these improvements are an effect of companies catching-up on transparency – disclosing information on pre-existing approaches that were not publicly discussed before - and some are a reflection of shifting approaches. These contribute to creating a more level playing field amongst the more advanced companies.

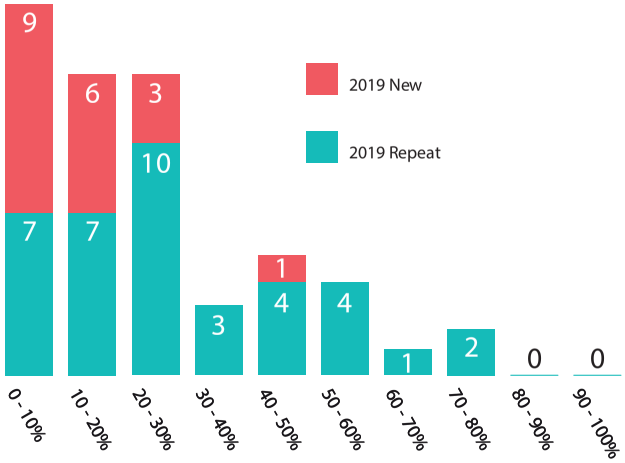


Figure 9: Number of Companies (out of 57) in each Band

BAND RANGE	COMPANY	SCORE CHANGE FROM 2018	KEY INFO.
70-80%	Unilever	+8.1	⚑
	Marks & Spencer Group	+2.8	⚑
60-70%	Kellogg	+6.6	⚑
50-60%	The Coca-Cola Company	-1.5	⚑
	Nestle	+6.8	⚑
	Diageo	+9.4	
	PepsiCo	+7.7	⚑
40-50%	Heineken NV	+5.2	
	Glencore**	+2.6	⚑
	Danone	+8.2	
	Wilmar International	N/A	⚑
	Tesco	+8.0	⚑
30-40%	Woolworths	-1.7	⚑
	Anheuser-Busch InBev	+7.2	⚑
	Mondelez International	+5.0	⚑
20-30%	Archer Daniels Midland	+0.1	⚑ ×
	Coles	N/A	
	Aeon Company	+12.0	
	General Mills	-3.1	
	McDonald's	+5.6	⚑
	Carrefour	+1.6	⚑ ×
	Associated British Foods	-2.6	
	Pernod-Ricard	+2.8	
	Kirin Holdings Company	N/A	⚑
	Walmart Inc	-1.0	⚑
	Asahi Group Holdings	N/A	
	The Hershey Company	+2.6	×
	Target	+2.3	⚑ !

BAND RANGE	COMPANY	SCORE CHANGE FROM 2018	KEY INFO.
10-20%	Ahold Delhaize	+0.2	!
	Sysco	+3.0	
	Kroger	-1.6	⚑
	Kerry Group	N/A	×
	Compass Group	+3.3	
	Amazon.com, Inc.	N/A	⚑
	Carlsberg	N/A	× !
	BRF	+4.5	× !
	Yum! Brands	+1.5	!
	Hormel Foods Corporation	N/A	!
	Kraft Heinz	+5.5	!
	Seven & I Holdings	N/A	!
	Tyson Foods	N/A	!
0-10%	Suntory Beverage & Food	N/A	!
	Falabella	+2.1	× !
	Costco Wholesale	0	⚑ × !
	Starbucks	0	!
	Brown-Forman Corporation	N/A	× !
	Conagra Brands	N/A	× !
	Monster Beverage	+6.2	!
	Loblaw Companies	N/A	!
	McCormick & Company	N/A	× !
	Lindt & Sprungli	N/A	×
	Alimentation Couche-Tard	+3.1	× !
	Yili Group	N/A	⚑ × !
	FamilyMart Co., Ltd	N/A	!
	Shoprite	0	× !
	Constellation Brands	N/A	× !
	Kweichow Moutai	0	× !

Key Information

⚑ Company has at least 1 Serious Allegation | × Company is non engaged (formally or informally)* | ! Company scores 0 on Human Rights Due Diligence (B.2)

* Engagement with the CHRB in or outside of the formal assessment process or response to a letter sent by a group of investors to companies following the publication of the 2018 benchmark.

** The 2019 CHRB assessment covers both Glencore and Glencore Agriculture, whereas the 2017 and 2018 assessments focused on Glencore (Extractives)

Figure 10: Agricultural Product Company Results by Band

However, seeing more than half of agricultural product companies in the lowest bands (0-20%) as well as the slow improvements of a number of repeat agricultural product companies suggest that more pressure is needed to motivate companies. Four agricultural product companies (FamilyMart Company Ltd, Shoprite, Constellation Brands and Kweichow Moutai) score under 5%.

Low-scoring companies that do not demonstrate a willingness to improve (for example through engaging with the CHRB directly or with investors that request more information on human rights) expose themselves to increased scrutiny in the media and in shareholder resolutions. This scrutiny can work. Kraft Heinz, a low scoring company named and shamed[1] for its scores on CHRB committed to and published a human rights policy and due diligence process in response to concerted shareholder pressure – resulting in the withdrawal of the resolution[2] and Kraft Heinz has just left the 0-10% band.

1 https://www.ft.com/content/89ecc00a-050b-3e29-b3eb-5edd920d886b

2 https://www.iccr.org/sites/default/files/blog_attachments/press_release_-_kraft_heinz_hr_policy_6-25-19final.pdf

7. 2019 Results: Apparel

OVERALL AVERAGE 25.0%

53 of the largest apparel companies in the world were assessed against the CHRB's Apparel Methodology, of which 22 were new additions in 2019 and 9 were also assessed in at least one other sector.

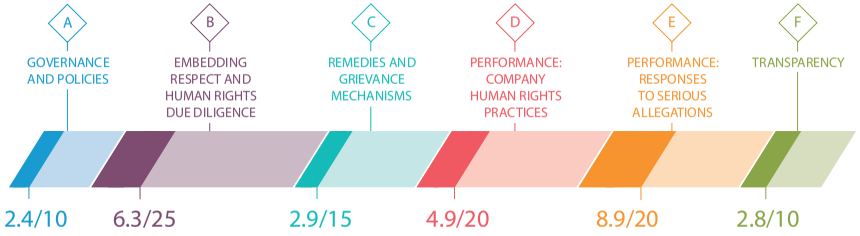


Figure 11: Average Score of Apparel Companies by Measurement Theme (darker colour blocks indicate proportion achieved)

Even though there has been a general upward trend for companies assessed in the past three years, newly added companies pull the 2019 apparel average down to 25 %, which is marginally lower that the 2018 apparel average of 27 %. Figure 12 below shows this trend, with previously benchmarked companies ('repeat' companies) spreading more evenly across the different bands, and new companies clustering around the lowest scoring bands. None of the new companies scored more than 50 %.

Seven companies score above 50 %, with Adidas, Marks and Spencer Group and Inditex in the top 3, all scoring above 60 %. Amongst new companies, Burberry and Puma received the highest total scores, placing them both in the 40-50 % scoring band. Amongst the repeat companies, 6 companies saw their total score improve by more than 10 percentage points (Fast Retailing, Macy's, Inditex, Wesfarmers, Aeon and Nike) with Fast Retailing gaining nearly 20 percentage points since 2018.

These improvements can be considered as the result of increased disclosure, and therefore higher levels of transparency, and/or a reflection of the positive changes to their approaches.

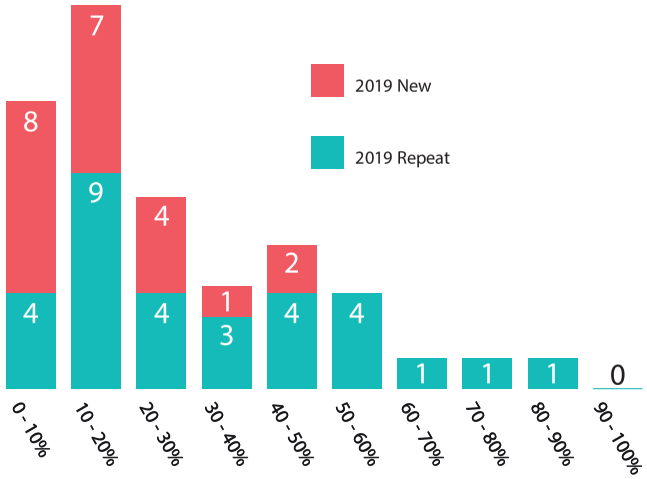


Figure 12: Number of Companies (out of 53) in each Band

BAND RANGE	COMPANY	SCORE CHANGE FROM 2018	KEY INFO.
80-90%	Adidas	-3.7	⚑
70-80%	Marks & Spencer Group	+2.8	⚑
60-70%	Inditex	+12.7	⚑
50-60%	The Gap Inc	+7.1	⚑
	VF	-2.4	⚑
	Hanesbrands	+6.3	
	Hennes & Mauritz	+0.8	⚑
40-50%	Fast Retailing	+19.1	
	Burberry	N/A	⚑
	Nike	+11.0	⚑
	Puma	N/A	⚑ ✕
	Tesco	+8.0	⚑
	Wesfarmers	+12.5	
30-40%	Next	-1.2	⚑
	Kering	+6.1	
	Under Armour	+3.6	
	Gildan Activewear	N/A	⚑ !
20-30%	Aeon Company	+12.0	
	Lululemon Athletica	N/A	✕
	PVH	N/A	⚑ !
	Associated British Foods	-2.6	
	Walmart Inc	-1.0	⚑
	Columbia Sportswear	N/A	⚑ ✕
	Target	+2.3	⚑ !
	Hugo Boss	N/A	⚑ ✕
10-20%	Macy's	+14.8	⚑ !
	Yue Yuen	N/A	!
10-20%	L Brands	+0.8	
	LVMH	0	✕
	Amazon.com, Inc.	N/A	⚑
	Mr Price	N/A	✕ !
	TJX Companies	+1.0	⚑ !
	Tapestry	+5.3	⚑ !
	Nordstrom	+5.3	
	Ralph Lauren	N/A	✕ !
	Capri Holdings	N/A	⚑ ✕ !
	Hermes International	+9.2	
	Prada	+8.6	!
	Carter's	N/A	✕ !
	Skechers	N/A	!
	Kohl's	0	✕ !
0-10%	Falabella	+2.1	✕ !
	Salvatore Ferragamo	N/A	✕ !
	Costco Wholesale	0	⚑ ✕ !
	Page Industries	N/A	✕ !
	ANTA Sports Products	N/A	✕ !
	LPP	N/A	✕ !
	Ross Stores	-0.3	✕ !
	Foot Locker	N/A	✕ !
	Shenzhou International Group	N/A	✕ !
	Heilan Home	0	✕ !
	Youngor	N/A	✕ !
	Zhejian Semir Garment	N/A	✕ !

Key Information

⚑ Company has at least 1 Serious Allegation ✕ Company is non engaged (formally or informally)* ! Company scores 0 on Human Rights Due Diligence (B.2)

* Engagement with the CHRB in or outside of the formal assessment process or response to a letter sent by a group of investors to companies following the publication of the 2018 benchmark.

Figure 13: Apparel Company Results by Band

However, as with agricultural products and extractives, the results reveal that a large number of companies isn't motivated to improve, with the majority (over 50 %) of apparel companies consistently positioned in the lowest scoring bands (0-20 %). Five apparel companies (Zheijian Semir Garment, Youngor, Heilan Home, Shenzhou International Group and Foot Locker) score under 5 %.

Low-scoring companies that do not demonstrate a willingness to improve (for example through improving scores or engaging with investors that request more information on human rights) are starting to come under increased scrutiny. In 2019, several US-based benchmarked companies saw shareholder resolutions crafted, referencing CHRB data, with two being voted on[1]:

- Macy's - resolution for the company to report on its human rights due diligence process (35 % voted for the resolution)
- TJX Companies - resolution for the company to report on human rights risks in its operations and supply chain (39 % voted for the resolution)

While neither resolution passed, there is still a very strong message coming from investors on their expectations on companies regarding human rights. While Macy's has improved almost 15 % since 2018, TJX should be followed very closely to see their response.

1. See ICCR's 2019 Proxy Resolutions and Voting Guide (https://www.iccr.org/iccrs-2019-proxy-resolutions-and-voting-guide-0)

8. 2019 Results: Extractives

OVERALL AVERAGE 29.0%

56 of the largest extractive companies in the world were assessed against the CHRB's Extractives Methodology, of which 19 were new additions in 2019.

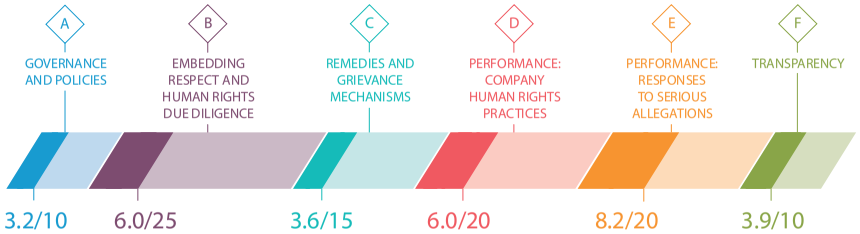


Figure 14: Average Score of Extractive Companies by Measurement Theme (darker colour blocks indicate proportion achieved)

Even though there there has been a general upward trend for companies assessed in the past three years, newly added companies pull the 2019 extractive average down to 29%, which is similar to the 2018 average of 29.4%. Figure 15 below shows this trend, with previously benchmarked companies ('repeat' companies) spreading more evenly across the different bands, and new companies clustering around the lowest scoring bands - although, unique to the extractives companies, we do see two new companies scoring above 50%.

Eleven companies score above 50%, with Rio Tinto, BHP Billiton, Freeport McMoRan and Repsol in the highest scoring band of 70-80%. Amongst new companies, Newmont Goldcorp Corporation and Barrick Gold Corporation received the highest total scores, placing them in the 60-70% and 50-60% scoring bands respectively. Amongst the repeat companies, eight companies saw their total score improve by more than 10 percentage points (PTT, Repsol, Freeport McMoRan, Grupo Mexico, Anglo American, Marathon Petroleum, Rosneft and Oil and Natural Gas Corporation) with PTT gaining nearly 30 percentage points since 2018, and Repsol nearly 25 percentage points.

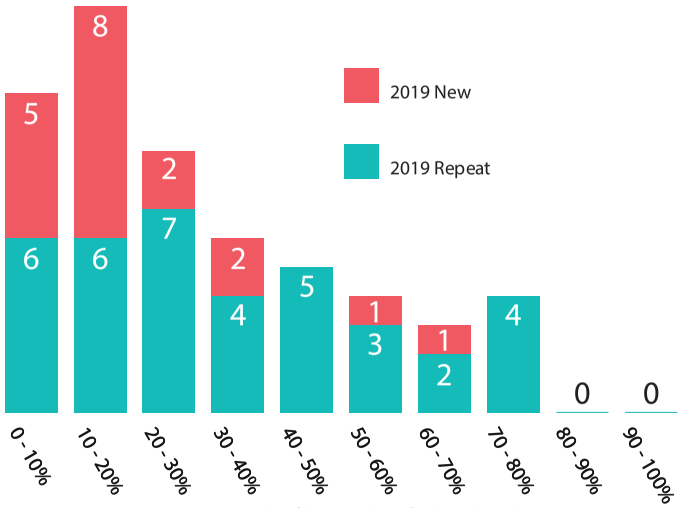


Figure 15: Number of Companies (out of 56) in each Band

BAND RANGE	COMPANY	SCORE CHANGE FROM 2018	KEY INFO.
70-80%	Rio Tinto	-0.3	
	BHP Billiton	-0.4	⚑
	Freeport-McMoRan	+18.4	
	Repsol	+24.3	⚑
60-70%	ENI	+6.9	⚑
	Anglo American	+14.8	⚑
	Newmont Goldcorp Corporation	N/A	⚑
50-60%	Royal Dutch Shell	+2.0	⚑
	Barrick Gold Corporation	N/A	⚑
	BP	+5.1	
	Total	+4.8	⚑
40-50%	Petrobras	+5.6	
	Glencore**	+2.6	⚑
	PTT	+27.9	⚑
	Equinor	+6.5	⚑
	Ecopetrol	+2.6	⚑ ×
30-40%	ConocoPhillips	-0.6	⚑
	Teck Resources	N/A	
	Grupo Mexico	+17.1	⚑ !
	Chevron Corporation	+1.9	
	Rosneft Oil	+11.0	⚑ !
	OMV	N/A	
20-30%	Lukoil	+3.6	!
	Coal India	+0.5	⚑ ×
	ArcelorMittal	N/A	!
	Sasol	+0.5	!
	LafargeHolcim	N/A	⚑
	Marathon Petroleum	+12.6	⚑ × !
20-30%	Occidental Petroleum	+0.3	×
	Exxon Mobil	+4.2	⚑
	Suncor Energy	+2.1	!
10-20%	Siam Cement Public Company	N/A	×
	Woodside Petroleum	N/A	!
	Oil & Natural Gas Corporation	+10.4	⚑ × !
	POSCO	N/A	⚑ ×
	JXTG Holdings	N/A	!
	Heidelberg Cement	N/A	×
	Severstal	N/A	⚑ × !
	Norilsk Nickel	+0.6	× !
	INPEX Corporation	N/A	!
	Canadian Natural Resources	+2.5	× !
	Nippon Steel Corporation	N/A	⚑ !
	Devon Energy	+3.6	× !
	Gazprom	+3.9	!
	PetroChina	+0.8	× !
0-10%	Phillips 66	+0.7	!
	UltraTech Cement	N/A	×
	TATNEFT	N/A	× !
	Vulcan Materials	N/A	× !
	Novolipetsk Steel	N/A	× !
	China Petroleum & Chemical	0	⚑ × !
	EOG Resources	+1.7	× !
	CNOOC	+0.6	⚑ × !
	China Shenhua Energy	0	× !
	Anhui Conch Cement Company	N/A	× !
	Surgutneftegas	0	⚑ × !

Key Information

⚑ Company has at least 1 Serious Allegation | × Company is non engaged (formally or informally)* | ! Company scores 0 on Human Rights Due Diligence (B.2)

* Engagement with the CHRB in or outside of the formal assessment process or response to a letter sent by a group of investors to companies following the publication of the 2018 benchmark.

** The 2019 CHRB assessment covers both Glencore and Glencore Agriculture, whereas the 2017 and 2018 assessments focused on Glencore (Extractives)

Figure 16: Extractive Company Results by Band

Similarly to other sectors, some of these improvements are an effect of companies catching-up on transparency – disclosing information on pre-existing approaches that was not publicly discussed before - and some are a reflection of shifting approaches. These contribute to creating a more level playing field amongst the more advanced companies.

However, as with agricultural products and apparel companies, the analysis uncovers a systemic problem with a number of companies not yet motivated to change. Nearly half of extractive companies are in the lowest bands (0-20%) and five extractive companies (China Petroleum & Chemical, EOG Resources, CNOOC, China Shenhua Energy and Surgutneftegas) score under 5%.

9. 2019 Results: ICT Manufacturing

OVERALL AVERAGE 17.8%

40 of the largest ICT manufacturing companies in the world were assessed against the CHRB's ICT manufacturing Methodology. For all 40 companies this is their first time being benchmarked by the CHRB. The 40 companies were selected to align with Know the Chain's ICT benchmark (www.knowthechain.org).

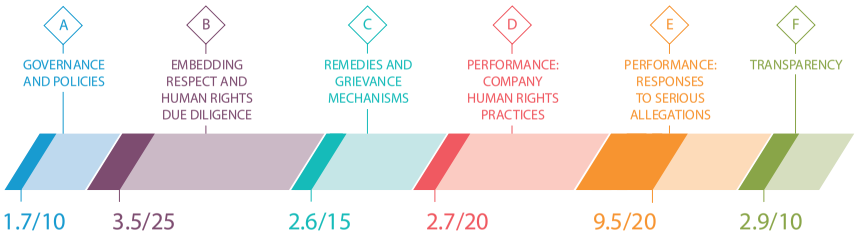


Figure 17: Average Score of ICT Manufacturing Companies by Measurement Theme (darker colour blocks indicate proportion achieved)

The average results are low compared to companies that were previously benchmarked, with an average score of 18% - similar to the average score of agricultural product, apparel and extractive companies in the 2017 Pilot benchmark. No company in the ICT manufacturing group scores above 50% and more than two thirds score below 20%. The top 3 ICT manufacturing companies (Hewlett Packard Enterprise, Microsoft Corporation and HP Inc.) are all in the 40-50% scoring band.

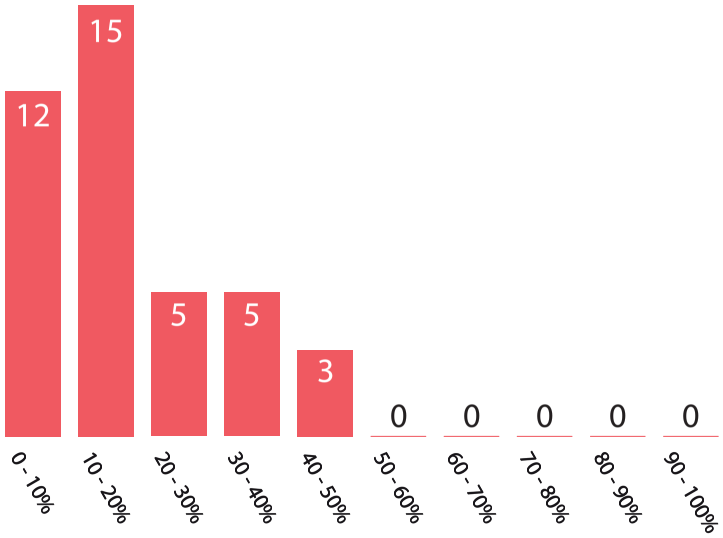


Figure 18: Number of Companies (out of 40) in each Band

BAND RANGE	COMPANY	KEY INFO.
40-50%	Hewlett Packard Enterprise	
	Microsoft Corporation	⚑
	HP Inc.	⚑
30-40%	Samsung Electronics	⚑
	Intel Corporation	
	Apple Inc	⚑
	Ericsson	
	Cisco Systems, Inc.	⚑
20-30%	NXP Semiconductors	
	Taiwan Semiconductor Manufacturing	
	Nokia	
	Texas Instruments Inc.	⚑
	ASML Holding	!
10-20%	Tokyo Electron	
	Micron Technology	
	Canon Inc.	!
	Hon Hai Precision Industry (Foxconn)	⚑ ✕ !
	Amazon.com, Inc.	⚑
	Corning Inc	
	SK Hynix	⚑ ✕ !

BAND RANGE	COMPANY	KEY INFO.
10-20%	Lam Research	
	Murata Manufacturing	
	Analog Devices	✕ !
	Hitachi Ltd.	
	Infineon Technologies AG	!
	Nintendo	
	Skyworks Solutions	!
	NVIDIA Corporation	!
0-10%	Applied Materials	✕ !
	Qualcomm	!
	Kyocera	✕ !
	HOYA Corporation	!
	Microchip Technology	✕ !
	BOE Technology Group	✕ !
	Amphenol Corporation	!
	TE Connectivity	!
	Western Digital	!
	Broadcom	✕ !
	Largan Precision	✕ !
	Keyence Corporation	!

Key Information

⚑ Company has at least 1 Serious Allegation | ✕ Company is non engaged (formally or informally)* | ! Company scores 0 on Human Rights Due Diligence (B.2)

* Engagement with the CHRB in or outside of the formal assessment process

Figure 19: ICT Manufacturing Company Results by Band

The CHRB assessment of ICT Manufacturing companies focuses on the human rights risks associated with the manufacturing and raw material sourcing of electronic devices. It does not look at so-called 'downstream' or 'end-user' human rights issues, such as digital rights. The latter are the focus of the Ranking Digital Rights Corporate Accountability Index (www.rankingdigitalrights.org), whose 2019 assessment looked at three companies also in the CHRB ICT manufacturing list, namely Apple, Microsoft and Samsung. The CHRB would encourage readers to also consider these companies' approach to digital rights for a fuller picture of their human rights performance.

The CHRB and Know the Chain (KTC) rankings are generally well aligned (correlation of 0.8), implying the companies that do better than their peers on general respect for human rights (CHRB assessment) typically also do well on specific human rights issues such as forced labour (KTC assessment). However, scores are on average higher in KTC than in CHRB, which could indicate that ICT manufacturing companies tend to focus more efforts on specific human rights issues, including forced labour, at the expense of a more holistic approach to human rights.

The fact that half of the ICT manufacturing companies assessed fail to score any points in the human rights due diligence measurement area (B.2) reinforces this view, as it means that the information these companies disclose about their human rights risks and impacts - if any - does not meet the fundamental expectations of the UNGPs.

Low-scoring companies that do not demonstrate a willingness to improve expose themselves to increased scrutiny. In 2019, at least three companies from the ICT manufacturing list above saw shareholder resolutions proposed (including Amphenol Corporation, Corning, Microchip Technology and Texas Instruments), calling for the company to identify human rights risks in its operations and supply chain. Although some appear to have been withdrawn and could not meet the requirements for filing, the resolution for Microchip Technology was filed and passed.[1]

1. See ICCR's 2019 Proxy Resolutions and Voting Guide (https://www.iccr.org/iccrs-2019-proxy-resolutions-and-voting-guide-0)

10. Commentary: Serious Allegations

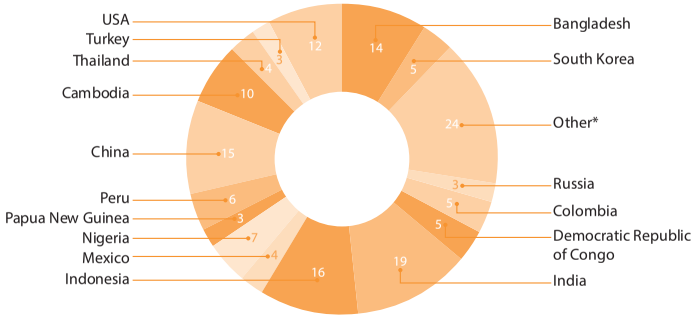
149 serious allegations of human rights abuse met the CHRB severity threshold and were considered in the 2019 benchmark (out of over 560 allegations reviewed[1]). 72 companies out of 195 had at least one serious allegation connected to them (see the CHRB 2019 Methodology for more information about thresholds and scoring). For these companies, 20 % of their total score is based on the quality of their response to the allegation.[2]

This theme is assessed through three indicators, which look at whether the company responds publicly and in detail to the allegation (E.1), whether the company has a publicly available policy in place related to the allegation (E.2) and whether the company has taken appropriate action to address the alleged impacts (E.3), including engaging with the affected stakeholders and providing effective remedy (depending on whether the company is allegedly causing, contributing, or directly linked to the impact).

For companies with serious allegations, the average score in measurement theme E. Response to Serious Allegations is 8.6 out of 20. Companies tend to do much better however on indicators E.1 and E.2 than on indicator E.3:

- In 71 % of cases assessed, the company scores at least 1 point under E.1
- In 85 % of cases assessed, the company scores at least 1 point under E.2
- In 26 % of cases assessed, the company scores at least 1 point under E.3

The 2018 observation still holds, that there is a clear gap between companies responding to serious allegations and actually engaging with affected stakeholders to provide effective remedy: **of the almost 150 allegations reviewed, in only 3% of cases do the companies show that they provided remedy that was satisfactory to the victims.**



* Countries with 2 or less allegations occurring in them have been grouped together and classified as "Other".
They are the following countries: Argentina; Brazil; Cote d'Ivoire; Dominican Republic; Ecuador; Ghana; Guatemala; Haiti; Honduras; Kenya; Malaysia; Myanmar; Norway; Pakistan; Philippines; Poland; South Africa; Sri Lanka; Sudan; Syria; Tanzania; Uganda; the UK and Vietnam.

Figure 20: Number of serious allegations considered in the 2019 benchmark by country of alleged impact

Geography: Whereas the majority of companies with allegations are headquartered in OECD countries, the allegations themselves are mostly located in developing countries (86 % of alleged impacts are located in developing countries). Some allegations occurred in multiple countries and have therefore been attributed to more than one country in the graph. The three countries with the largest number of allegations meeting the CHRB severity threshold are India (19), Indonesia (16) and China (15), followed closely by Bangladesh (14) and the USA (12). However, the large number of countries listed, including under 'other' confirms how systemic and widespread these negative human rights impacts are.

1. Sources covered by Vigeo Eiris, BHRRC and RepRisk (Reprisk due diligence on ESG and business conduct risks, www.reprisk.com) between January 2016 and December 2018.
2. For companies that do not have an allegation meeting the threshold, their score for this measurement theme is a proxy score based on their results in the other measurement themes.

11. Beyond the Benchmark

Membership Organisations

As part of a wider review of scores in 2019, CHRB reviewed company memberships of key industry associations and organisations. In general, companies who were members of UN Global Compact (UNGC), International Petroleum Industry Environmental Conservation Association (IPIECA), World Business Council For Sustainable Development (WBCSD), Responsible Business Alliance (RBA), Fair Labor Association (FLA), Global Network Initiative (GNI), Global Business Initiative (GBI) and Ethical Trading Initiative (ETI) scored approximately double what non-members did. The mining sector provides an interesting example with companies implementing the Voluntary Principles on Security and Human Rights (VPs) scoring 2.5 times those not implementing it, while International Council on Mining and Metals (ICMM) members scored 3.5 times non-ICMM mining companies and 2.5 times the overall average.

Being a member does not give extra points in the CHRB assessment, but membership frequently requires certain commitments as conditions of entry. While the bar for some organisations may not be set particularly high, the score differential suggests that high-level corporate commitments may have significant impact in overall company approaches led from the top. While not a substitute for deeper investigation, screening for membership of key industry associations that have sufficiently robust entry requirements should provide some measure of reassurance to investors.

Climate Change

The CHRB has a deliberately defined scope which focuses on the operations and supply chain but does not look at collective impacts, product use/misuse and positive impacts. This is to maintain focus on areas where risks are clearly linked to company operations, and to enable comparisons across sectors.

With this focus, the CHRB has steered away from assessing environmental issues unless they are directly linked to allegations of human rights abuses in the companies' operations and supply chains. This means that there has been no evaluation of how companies are assessing, mitigating or remediating the risks and impacts to people that are linked to their contribution to climate change through direct and indirect emissions or other business practices.

Climate change is already catastrophic for the human rights of vulnerable people on small island states, marginal land, and in the track of typhoons and hurricanes. Companies that are actively working to prevent a low carbon transition should therefore not claim to also be respecting human rights. In this context, the CHRB encourages stakeholders (especially investors) who want a more rounded picture of corporate human rights performance to complement the CHRB findings with sources that can inform on a company's approach to climate change, particularly for companies linked to fossil fuel production and use.

In the future, WBA will rank key companies on their contributions to the transition to a low-carbon economy and these companies will be assessed on core social and human rights indicators in parallel. In 2019, the CHRB has engaged with InfluenceMap (https://influencemap.org/) to provide some additional commentary: InfluenceMap assesses how companies impact climate-motivated policies; ranking organisations from A to F with the lowest ranked companies (E and F) being highlighted for their roles in undermining or obstructing efforts to regulate for a low carbon future, while those in the A-C bracket said to be actively supporting policies towards a low carbon future.

	Number of Co. in A	Number of Co. in B	Number of Co. in C	Number of Co. in D	Number of Co. in E	Number of Co. in F
Agricultural Products	0	5	3	1	1	0
Apparel	0	1	3	0	0	0
Extractives	0	1	0	11	15	2
ICT Manufacturing	0	2	5	1	1	0

Figure 21: Number of CHRB companies per InfluenceMap bands, by industry

Of the 50 cross-over companies between CHRB and InfluenceMap, there were mixed results, with apparel, agricultural products and ICT manufacturing companies tending to be in the B and C bands. The extractives companies were almost universally rated poorly by InfluenceMap (seen to be obstructing efforts to push for a low carbon future), and some of the highest scoring CHRB companies (*e.g.* Anglo American, BP, BHP Billiton and Repsol) are scoring Ds and Es, reflecting a potential conflict between human rights commitments and climate lobbying positions.

Annex: Companies that Engaged in the 2019 Benchmark

The companies listed below engaged formally in the Benchmark process either by sending relevant sources to the CHRB at the beginning of the 2019 research process, discussing their assessment on an engagement call, providing written feedback during the engagement phase or disclosing information on the CHRB Disclosure Platform. The CHRB would like to note that the list below does not include companies that engaged with the CHRB team informally, outside of the assessment process.

A number of individuals within companies have gone to considerable effort to ensure the correct information is publicly available when analysing the company in question. We would particularly like to thank them.

Agricultural Products

Company	Company	Company
Aeon Company	Hormel Foods Corporation	Suntory Beverage & Food
Ahold Delhaize	Kellogg	Sysco
Amazon.com, Inc.	Kirin Holdings Company	Target
Anheuser-Busch InBev	Kraft Heinz	Tesco
Asahi Group Holdings	Kroger	The Coca-Cola Company
Associated British Foods	Loblaw Companies	Tyson Foods
Coles	Marks & Spencer Group	Unilever
Compass Group	McDonald's	Walmart Inc
Danone	Mondelez International	Wilmar International
Diageo	Monster Beverage	Woolworths
General Mills	Nestle	Yum! Brands
Glencore	PepsiCo	
Heineken NV	Pernod-Ricard	

Apparel

Company	Company	Company
Adidas	Inditex	Tapestry
Aeon Company	Kering	Target
Amazon.com, Inc.	L Brands	Tesco
Associated British Foods	Macy's	The Gap Inc
Burberry	Marks & Spencer Group	TJX Companies
Fast Retailing	Next	Under Armour
Gildan Activewear	Nike	VF
Hanesbrands	Nordstrom	Walmart Inc
Hennes & Mauritz	Prada	Wesfarmers
Hermes International	Skechers	Yue Yuen

Extractives

Company	Company	Company
Anglo American	Glencore	Repsol
ArcelorMittal	Grupo Mexico	Rio Tinto
Barrick Gold Corporation	INPEX Corporation	Rosneft Oil
BHP Billiton	JXTG Holdings	Royal Dutch Shell
BP	LafargeHolcim	Sasol
ConocoPhillips	Lukoil	Suncor Energy
ENI	Newmont Goldcorp Corporation	Teck Resources
Equinor	Nippon Steel Corporation	Total
Exxon Mobil	OMV	Woodside Petroleum
Freeport-McMoRan	Petrobras	
Gazprom	PTT	

ICT Manufacturing

Company	Company	Company
Apple Inc	HP Inc.	Nokia
ASML Holding	Infineon Technologies AG	NVIDIA Corporation
Canon Inc.	Intel Corporation	NXP Semiconductors
Cisco Systems, Inc.	Keyence Corporation	Qualcomm
Corning Inc	Lam Research	Samsung Electronics
Ericsson	Micron Technology	Skyworks Solutions
Hewlett Packard Enterprise	Microsoft Corporation	Taiwan Semiconductor Manufacturing
Hitachi Ltd.	Murata Manufacturing	Texas Instruments Inc.
HOYA Corporation	Nintendo	Tokyo Electron

Nordea

Harnessing the competitive nature of the markets to drive better human rights performance.