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## Benefits for state enterprises and the private sector from implementing the NAP

- Protecting and enhancing the reputation, ethics and values of the business brand
- Protect and expand a customer base.
- Creating a sustainable relationship between employees and external stakeholders
- Reducing risks of internal and external disruption affecting the organization
- Reducing liability risks for human rights abuses
- Attract domestic and international investors.
- Create a friendly company image and attract investment.

# What is the NAP?



## The National Action Plan on Business and Human Rights, or the “NAP”

An action plan that has been developed by all relevant stakeholders in a participatory process with aims to protect people and communities against human rights abuses as a result of business conduct; prevent, mitigate and address problems or adverse impacts from business conduct; and promote responsible business practices that respect human rights throughout the supply chain to create sustainable economic growth.



## How state enterprises and the private sector can contribute to the implementation of the 1<sup>st</sup> National Action Plan on Business and Human Rights (2019–2022)

# How can state enterprises and the private sector contribute to the implementation of the 1<sup>st</sup> NAP



## Overview



- State enterprises and the private sector should determine clear policies and practices to ensure that their operations respect human rights principles, and publicly announce them to all their staff.



- State enterprises and the private sector should exercise human rights due diligence (HRDD)\* to systematically and effectively prevent, address and remedy potential negative impacts on human rights, and publish and make relevant reports publicly accessible.



- State enterprises and the private sector should promote respect for and compliance to the NAP throughout the supply chain.

\* Human rights due diligence (HRDD) is a process to understand and address risks and abuses that the company's activities pose to rights holders, including in its supply chain and through its other business relationships

## Labour



- Promote knowledge among employees and comply with the relevant laws.
- Specify measures recognizing labour rights and welfare.
- Specify policies and measures to eliminate discrimination and sexual harassment at work.
- Establish easily accessible and transparent complaint and grievance mechanisms within the organization.

## Community, land, natural resources and the environment



- Comply with the relevant human rights laws, standards and principles and inspect subsidiary companies and the supply chain.
- Allow affected people and communities to provide input and comments on the projects.
- Exercise human rights due diligence and produce a publicly accessible report.
- Establish complaint, negotiation and remedy channels for impacted people and communities.

## Human rights defenders



- Comply with the relevant human rights laws, measures and principles.
- Create knowledge and understanding on the work of human rights defenders.
- Work together with civil society to prevent, mitigate and remedy human rights impacts.
- Establish a joint consultation mechanism with human rights defenders to reduce conflicts and solve human rights violations.

## Cross-border investment and multinational enterprises



- Raise awareness on the international principles and standards regarding human rights and responsible business conduct among affiliates and staff.
- Ensure subsidiary companies and the supply chain comply with the relevant laws and avoid human rights violations.
- Conduct human rights due diligence and establish public communication channels to provide project details to ensure transparency.
- Prioritize conflict settlement through joint consultation with the affected communities as well as compensating the affected people and communities.