News Bulletin

ISSUE 3 DECEMBER 2022

The latest news, views and announcements from Ardea International

In This Issue:

- Conferences & Events
- Research Publications
- Latest News
- Projects & Insights

and much more...

A word from our CEO

Welcome to Ardea International's third and final news bulletin for 2022. With the festive season fast approaching, we are conscious that for many parts of the world, a winter of uncertainty faces households, making this season challenging. As a team, we would like to take a moment to extend our well wishes to you all for this festive period, and hope that it can be a time of rest and recouperation.

Ardea International are grateful to be able to pause and reflect on our year to thank our clients and colleagues for their ongoing support.

Ardea has had a very productive year. Our team has grown, including our service and training offerings to our clients, expanding our expertise to include Human Rights Risk Assessments and human rights stakeholder engagement. A highlight for the team was our shortlisting for the Thomson Reuters Stop Slavery Award in the SME section.

A personal highlight was the publication of the BSI standard setting out guidance for organisations to address modern slavery. As a contributor to the standard, and as a committee member for over two years, it was a proud day to see the standard published.

At the start of 2022, we shared our insights on Issues and Trends affecting Responsible Business, Human Rights and Climate Change. Most of these issues have been hot topics throughout the year and we will share our thoughts on what 2023 holds in early January. There has been more attention paid to the issue of forced labour this year, particularly as the ongoing impact of the pandemic has increased vulnerabilities to exploitation.

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Discussions on heightened human rights due diligence have increased this year, especially in countries where carrying out social audits is not possible to assess how workers are being treated. In the US, the Uyghur Forced Labor Prevention Act establishes a rebuttable presumption that any goods produced or manufactured in Xinjiang Uyghur Autonomous Region in China are produced by forced labour and denied entry into the USA. Operational Guidance for importers has been released by the US Customs and Border Protection stamp out goods or services that have been tainted by forced or child labour.

The EU has also recommended a new Regulation to stamp out goods or services that have been tainted by forced or child labour, our legal insight addresses this in more detail. Our legal insight addresses this in more detail.

The ongoing increase in mandatory human rights and environmental due diligence legislation, rising rates of conscious consumerism, stakeholder activism and employee interest in ESG has resulted in a greater need for businesses and governments to address these issues through meaningful stakeholder engagement. Additionally, there is also a need for capacity building for regulators and laws that are enforceable.

We have seen a growing interest in our consultancy services and a successful uptake of our training, e-learning, and webinar series, with fantastic responses from delegates. Alongside our consultancy and training services, we have continued to publish insights into current human rights issues around the world, as well as breaking down legislation updates.

As always, we thank you for your continued support and interest, and look forward to continue to lead business beyond compliance in the new year.

Thank you,
Colleen Theron
CEO Ardea International

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2022 Wrap Up

15

SECTORS FOCUSSED ON

5

COUNTRIES WORKED ONSITE

At the end of this year, our team is working in:

- England
- Cape Town
- Johannesburg

10

JURISDICTIONS ADVISED ON

14

YEARS OF ADVISING CLIENTS

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Our Team

The Ardea International team has expanded this year, and so we would like to take the time to formally introduce some familiar and new faces:

Colleen Theron
CEO

Rory Oake
Consultant

Hannah Dale
Junior Consultant

Jacob Charnick
Researcher & Consultant

Claire Lynch
Senior Consultant

Laura K. Croft
Consultant

Rosaria Cedras
Marketing Manager

Inge Wessels
Office Administrator

Our Vision

"We support organisations to meet their legal compliance obligations and develop best practice policies and procedures to ensure they become more sustainable. Our work is based on the principles of seeking to protect our environment and foster a just society."

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Event Highlights 2022

UN Forum Business & Human Rights - Geneva

Two of our team members attended the [UN 11th Forum on Business and Human Rights](#).

It was lovely to be back in Geneva to connect with colleagues. Colleen and Hannah's insights are shared on [LinkedIn](#).

ESG Africa Conference 2022

The inaugural ESG Africa Conference was run from the 8-9th of September 2022 in Johannesburg. The representation from across business, academia, NGOs, public sector and investors was excellent. Colleen Theron participated in the panel **"ESG and trade: How is this impacting developing countries?"**

Advancing Sustainable Contracting

In light of growing recognition that the contracting process has a critical role to play in delivering ESG principles, the event examined the nature of required changes in current state and the dependencies. Colleen Theron participated in a panel discussion on sustainable procurement, with a focus on sustainable contracting within supply chains. Her key takeaways are shared on [Linkedin](#).

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Event Highlights 2022

5th Global Conference on the Elimination of Child Labour

The 5th Global Conference convened with only three years left to achieve the goal of the elimination of all child labour by 2025, at a time when the world was still recovering and responding to the social development effects of the COVID-19 pandemic.

Ardea, in collaboration with the IOE provided insights on Effective child labour due diligence' A white paper is pending. To find out more on the topic and corporate responsibility in eliminating it, you may be interested in our STOP Child Labour online training and support programme commencing **26 January 2023.**

Thomson Reuters Stop Slavery Awards

We were very proud to have been shortlisted at this year's Stop Slavery Awards for our crucial work in helping stamp out exploitation. It was an honour to have been recognised by Thomson Reuters alongside other pioneers that have made it their mission to end slavery.

Webinar Series

Ardea has run another successful Ethics in Business series of webinars taking a deep dive into EU mandatory human rights due diligence and covering key sector challenges, including raising awareness of modern slavery issues. Our webinar recordings can be accessed here.

We were particularly delighted to see such a high uptake on one of our webinars this year, with 300 people tuning in to hear our speakers' thoughts on Human Rights Due Diligence and what businesses should know. The recording can be accessed here if you missed it.

Look out for our webinar dates for 2023.

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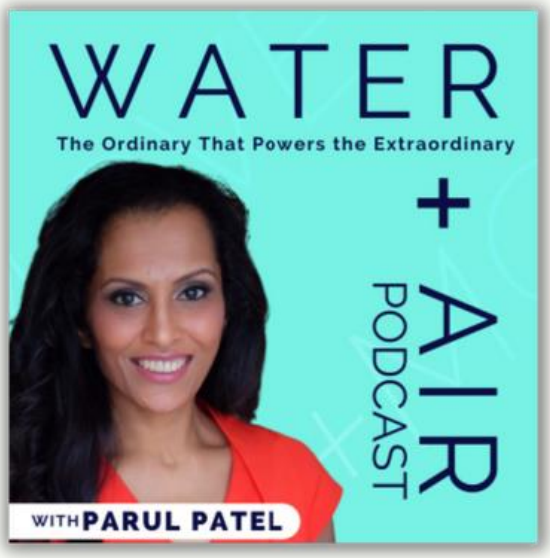
Ardea International Podcast

Earlier this year, we proudly launched the Ardea International Podcast. In 2023, we will be launching a new series of the podcast focused on championing women's voices in the ESG space.

2022 PODCAST INTERVIEWS

Listen here



Listen here

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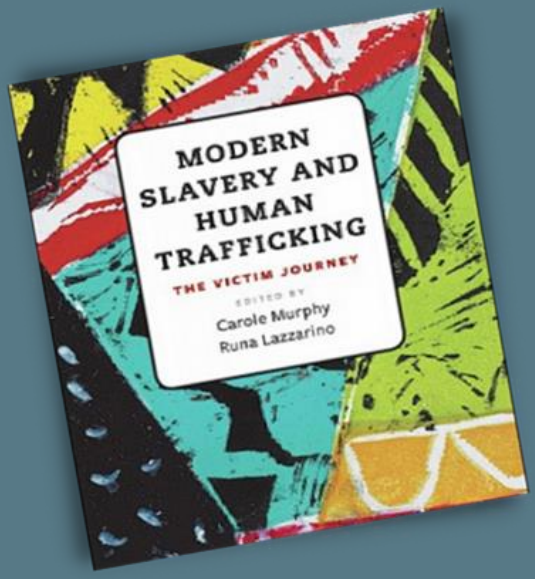
Research, Publications and Contributions

NEW: Modern Slavery and Human Trafficking: The Victim Journey

Edited by Carole Murphy and Runa Lazzarino

The book was released on December 6, 2022, and examines the journey of survivors trafficked into and within the UK. It delves into the impact of work, media, social services and preventative measures, experts contribute chapters detailing the story of survivors in the UK, giving their perspectives on the challenges and proposed solutions to empower survivors through various means. Copies are available for purchase here.



Colleen Theron, authors The Role of Business in the Exploitation and Rehabilitation of Victims of Modern Slavery.

The chapter details case studies in the UK of how business is responding to their impact by participating in schemes to employ and support survivors of modern slavery.

Stay tuned on our social media (@ardeaint) to see a summarised insight of the chapter.

BSI 25700 Guidance: Organisational responses to Modern Slavery

BSI has published a 'pioneering national standard' giving organisations guidance on how to manage modern slavery risks in their operations, supply chains and wider operating environment.

The standard is freely available here: BS 25700:2022 Organizational responses to modern slavery – Guidance | BSI (bsigroup.com)

Colleen Theron is proud to have contributed to the committee for the past 2 years. We have paid special attention to introducing more detail on how organisations should tackle bribery in relation to modern slavery, organisational compliance requirements. Detail is also included on Legal and Compliance teams, with factors legal counsel should be responsible for.

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Research, Publications and Contributions

Due Diligence in Mega Sporting Events – Book release date TBA

We have spent recent weeks researching and developing a piece of writing, contributing a book chapter discussing the effectiveness of human rights due diligence undertaken in the context of mega-sporting events (MSEs).

The research considered several business frameworks, such as the UN Guiding Principles (UNGPs) and OECD Guidelines for Responsible Business Conduct (OECD guidelines).

In events as large and complex as mega-sporting events, effective and ineffective instances of human rights due diligence can have varying and vast impacts.

Using real life, recent case studies we were able to dissect the features of good due diligence and address the sense of cultural change towards less harmful conduct relating to human rights in sports.

To stay up to date with the release, sign up to our newsletter or follow us on LinkedIn

Business and Human Rights in Sport

Beyond MSEs, large sports clubs, as organisations with extensive supply chains and multiple points of contact with people and communities also have a duty to respect human rights.

We have continued to engage Premier League football clubs on how to strengthen their approach to modern slavery reporting. Earlier this year we carried out a benchmark of the Premier League football club's modern slavery statements and invited them to engage with us in a Q&A on the indicators that we used to benchmark the statements. We will seek to adopt a similar approach in 2023. **The benchmark is available here.**

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Research, Publications and Contributions

FIFA WORLD CUP

The World Cup 2022 is underway and the world's eyes are on Qatar, with an estimated viewership of 5 billion. The human rights record of the host nation has sparked lively debates around social issues linked to the tournament and the role of sport in the context of human rights.

Read our blog on the human and labour rights issues surrounding the World Cup and what lessons can be learned for future sporting events.

To continue the human rights discussion that has been central to the current World Cup, we will be recording a one-off podcast special that will be available in the New Year. Sign up now to be the first to hear it.

We will also be facilitating an invitation-only roundtable "Post World Cup: What should clubs responses be to human rights issues?" on **29 March 2023.**

To register your interest, please get in touch via hello@ardeainternational.com

We are working with our clients to apply the concepts of enhanced due diligence across multiple sectors.
See how our training and resources could support you.

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Ardea Project News

Case Study: Conflict Minerals Due Diligence Programme with Ardea International and AnyDATA

"This innovative partnership with Ardea is ground-breaking. It delivers both the legal and underlying data transparency and insights to convert the Clients ESG aspirations into deliverable commitments." - James Courts-Pond, CEO AnyDATA Solutions (and former global wind power GC)

In partnership with AnyDATA, a specialist supply chain data and risk management Platform, Ardea delivered a collaborative due diligence pilot project to identify and address conflict minerals risk in global supply chains.

A major global tobacco company (the Client) participated in the programme to meet their compliance and reporting obligations.

Download the case study and explore our other resources.

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Ardea Resources

HUMAN RIGHTS RISK ASSESSMENT

When a Human Rights Risk Assessment is undertaken, it enables an organisation to identify and prioritise the actual and potential human rights risks and impacts of its operations and value chain. The aim of the review is to produce a high-level, group-wide view of an organisation's salient human rights risks, considering all markets in which the group operates and the services and products it offers.

We have seen demand for such assessments grow this year, in line with the increasing ESG agenda. If you would like any more information or have any questions, please get in touch with a member of the team today via **hello@ardeainternational.com**

More and more, institutional investors are looking for businesses capable of articulating a sustainable strategy that outlines not just growth opportunities, but also the related risks.

We understand that implementing best practice on an issue as all- encompassing as ESG can be a daunting process.

- Our **toolkit** integrates our legal, human rights and business expertise into a tool to help businesses benchmark their current practices and implement measures to improve.
- Consideration of ESG issues is becoming critical to long-term competitive success. The two main drivers for measuring and improving ESG performance are attracting investment and increasing long-term resilience.
- ESG criteria are used by socially- conscious investors and shareholders to screen investments and can help companies gather and retain funding. Legislation is also set to increase momentum towards ESG investment.
- The toolkit includes a detailed checklist of 100 questions to help assess your current policies and procedures, then determine what steps are necessary to improve your ESG performance.
- The toolkit also includes a scorecard to benchmark your organisation against international best practice that can be used continuously to monitor, assess, and improve your ESG performance constantly.

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Ardea Blog Highlights

COP 27 round up

The conclusion of COP27, which extended across 18–20 November 2022, saw a landmark agreement on loss and damage, the publication of the cover decision (Sharm el-Sheikh Implementation Plan), which provides acknowledgments and calls for action on key areas in the closing plenary. Colleen Theron, solicitor and founder of Ardea International, provides her commentary on the outcomes of COP27. This analysis was first published on Lexis®PSL on 21 November 2022

The United States of America – Land of the Free, Home to Child Labour in 2022

The recent revelation of underage workers in the heart of the US has sparked consumer and regulatory backlash across the globe. In July, earlier this year, Reuters published findings confirming that a subsidiary of Hyundai has used child labour at a metal stamping plant in Alabama.

A Tale of Greenwashing and a Green Guru – From Boohoo Backlash to Patagonia's Promise

Kourtney Kardashian-Barker was recently announced as Boohoo's new sustainability ambassador, releasing her first collection with the fast fashion brand during New York Fashion Week. However, the move has gone down as less sustainable and more for show, as it has been accused of greenwashing. The Kardashian sister's latest employment has fallen under even greater scrutiny as news broke of, Patagonia founder, Yvon Chouinard's decision to make the Earth the company's only shareholder.

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Ardea Supports

INVESTOR ALLIANCE FOR HUMAN RIGHTS

This time around, we would like to highlight the Investor Alliance for Human Rights, collective action platform grounded in respect for people's fundamental rights. The not profit initiative focusses on investor responsibility to respect human rights.

Their publications and toolkits focus on putting investor responsibility into practice.

The initiative aims to equip the investment community with expertise and opportunities to put investor responsibility to respect human rights into practice

Read more on it here.

Ardea Partner Perspective

Ardea International continues to support and work in partnership with a variety of organisations developing training and producing specialist material for the legal and other sectors.

Check out our training with the membership organisations The pilot programmes respectively launched with these partners have been completed successfully. To access the case studies, click here.

To enquire or find out more about participating in sector focused programmes please contact hello@ardeainternational.com

Lexology

In Partnership with Lexology, the Ardea team are publishing ongoing international legal updates, analysis and insights for law firms and in-house counsel. The content produced for Lexology members gives up-to-date commentary on the latest developments in modern slavery risk, legislation and broader ESG issues. See Lexology for the full articles.

IOSH

Ardea will be launching a training partnership with the Institution of Occupational Safety and Health (IOSH) to provide their members with access to Ardea's extensive range of modern slavery training. The partnership will help health and safety professionals to better understand legal frameworks, how to identify risk factors and how to respond to incidents of modern slavery.

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Ardea Partner Perspective

CGI

Ardea has collaborated with the Chartered Governance Institute (CGI) on an ongoing basis to provide training masterclasses to members and support CGI events. We will be adding new training topics to our current training agenda with CGI focussing on modern slavery risk management and due diligence.

BSI

British Standard Institute (BSI) BSI has developed a guidance document for organisations on managing modern slavery risks in their operations, supply chains and wider operating environment. As a member of the BSI committee for BS 25700 'Organizational Responses to Modern Slavery', Colleen Theron has contributed to the review and drafting of the standard over the past two years in collaboration with other experts in the field of modern slavery risk.

Law Society

In partnership with the Law Society of England and Wales, Ardea delivered training on "An Introduction to ESG for Lawyers". Many law firms are beginning to establish or build on their ESG credentials and capability, but the levels of maturity across the legal sector are varied. The training provided lawyers and in-house counsel with an insight into the opportunities that ESG presents, as well as the key barriers and enablers to implementing sound ESG practices.

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Ardea Diary Dates

COMING SOON...

Our webinar series will be released in January. Look out for updates

Sign up to our mailing list, for updates directly to your inbox.

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Ardea Diary Dates

Month	Date	Description
January	26 January	STOP child labour programme
February	22 February	Sports sector END slavery 6 -week online training and support programme
	23 February	Developing an environmental and human rights due diligence programme (masterclass)
March	2 March	Improving your modern slavery statement
	30 March	Integrating modern slavery risk into sustainable procurement
April	20 April	ESG for boards: online masterclass
	27 April	
	29 April	NEW: masterclass for lawyers/ legal counsel on supply chain due diligence
May	4 May	Business & Human Rights 6-week online training and support programme
June	6 June	12h30 -13h30 END slavery construction 6-week online training and support programme
		16h00-17h00 END slavery 6-week online training and support programme

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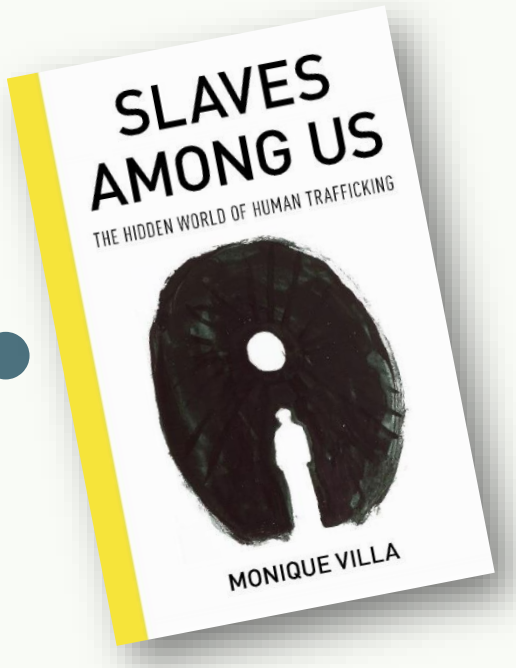
Ardea Book Recommendations

1.



RECCOMENDED READ BY COLLEEN THERON

A harrowing read that exposes the reality of human trafficking.

The book is based on the first-hand experiences of victims of modern slavery and tells the story of three remarkable individuals who share how they fell victim to traffickers and the destruction it had on their lives.

There is a call to action by the author outlining concrete steps to safeguard the vulnerable among us.

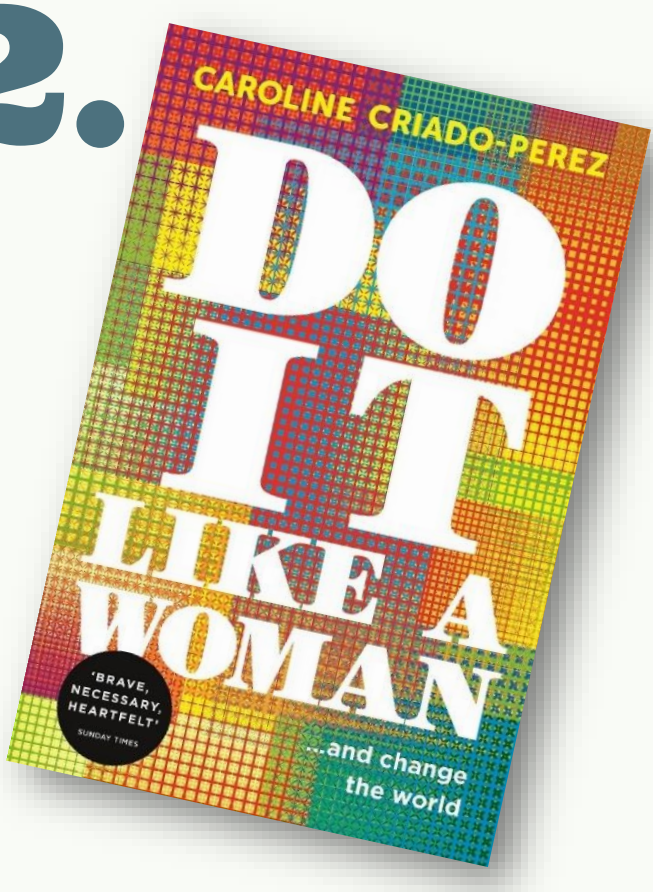
RECCOMENDED READ BY HANNAH DALE

Another recommendation that may be an uncomfortable read for some, but a very valuable one.

In a world where doing anything 'like a girl' is often used as an insult, Caroline Criado-Perez flips the narrative and explores how doing it like a woman can change the world.

The book tackles a wide range of issues from domestic violence to educational discrimination, telling the individual stories of pioneering women from the perspective of how the commonly held prejudices against woman are false.

2.



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In the spirit of giving, we launched a 12 Days of Christmas campaign this year which will run until the 16th of December 2022. The 12-day Christmas special shared exclusive content and discounts.

If you missed it this year, sign up to our newsletter now to see what we have in store for 2023.

Seasons Greetings,

Wishing you all a restful Christmas season!

From the Ardea Team