

Maturity Assessment

Human Rights in Business

Structured assessment of human rights due diligence in line with the UN Guiding Principles (UNGPs), ILO conventions and the ESRS social standards (S1–S4).



What is the Maturity Assessment?

Assessing the implementation of human rights requirements

Why a Maturity Assessment?

- Human rights-related activities often run in parallel – without a clear picture of the actual state.
- Companies have policies in place, but their effectiveness and integration often remain unclear.
- Where should the lever for further development be applied – and with what priority?
- The maturity assessment creates transparency and provides the basis for targeted improvement measures.

Transparency

Clear picture of the current state per topic area

Orientation

Benchmark against recognised international standards

Prioritisation

Identification of the most effective levers

Steering

Basis for roadmap and impact measurement

The maturity assessment initiates improvement in the core values of human rights due diligence: respect, protection, remedy.

Structure of the Maturity Model

6 thematic clusters · 5 maturity levels · 30 assessment criteria

The 6 thematic clusters

1	Governance & Human Rights Management <i>Cross-cutting · 5 criteria</i>	2	Own Workforce <i>ESRS S1 · 8 criteria</i>
3	Workers in the Value Chain <i>ESRS S2 · 5 criteria</i>	4	Affected Communities <i>ESRS S3 · 6 criteria</i>
5	Consumers and End-Users <i>ESRS S4 · 3 criteria</i>	6	Monitoring, Reporting & Remediation <i>Cross-cutting · 3 criteria</i>

The 5 maturity levels

100 %	Best Practice	Excellent, exemplary, continuously improved
75 %	Established	Structured, documented, reviewed
50 %	Defined	Fundamentally in place, inconsistently integrated
25 %	Ad-hoc	Sporadic, reactive, not standardised
0 %	Not in place	No systematic measures

Approach & Outcome

A robust assessment in five steps

Methodological approach



Sample evaluation: actual and target values per cluster

