Risk Mapping

Human Rights in Business

Systematic identification and assessment of human rights risks in line with the UN Guiding Principles (UNGPs), the CSDDD, and the ESRS social standards (S1–S4).

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Risk Mapping as Part of a Professional Human Rights Strategy

What does a human rights risk mapping achieve?

- The human rights minimum:
  - Identification of human rights risks in the business context
  - an essential part of human rights due diligence.
- Increasingly required by law:
  - through national legislation
  - EU Corporate Sustainability Due Diligence Directive / Supply Chain Directive (CSDDD)
- A good starting point for engaging with human rights professionally

The Basic Human Rights Vocabulary

- What are human rights?
- Why are they relevant to businesses?
- What responsibility do businesses have?

The Process - Due Diligence Review

- UN Guiding Principles on Business and Human Rights
- EU – CSDDD
- Key Concepts
- Steps in the Process

The Tool - Risk Mapping

- Basic instrument for risk assessment
- Based on ESRS
- Systematically human rights-based

The Result

- Professional assessment of human rights challenges
- Clarity on next steps
- Basis for concrete measures

What Is Risk Mapping?

Identification of human rights risks in the business context

The Why of Risk Mapping

- Human rights risks arise across the entire business environment – in the company's own workforce, in the value chain, and in the wider community.
- They require systematic identification, assessment, and addressing of these risks.
- Without structured mapping, risks often remain invisible – until they manifest in incidents, complaints, or reputational damage.
- Risk mapping is the central first step of any human rights due diligence process.

Visibility

Systematic capture of all relevant risk areas

Linkage

Connection to international human rights standards

Prioritization

Assessment by severity, scope, and likelihood

Basis for Action

Foundation for targeted measures and due diligence

Risk mapping is the foundational instrument of human rights due diligence: it makes risks visible – a precondition for effective action.

Structure of the Risk Mapping

5 Stakeholder Groups · 6 Analysis Dimensions · 60 Risk Areas

The 5 Stakeholder Groups

S1	Own Workforce *ESRS S1 · 19 Risk Areas*
S2	Workers in the Value Chain *ESRS S2 · 17 Risk Areas*
S3	Affected Communities *ESRS S3 · 12 Risk Areas*
S4	Consumers and End Users *ESRS S4 · 6 Risk Areas*
CC	Cross-cutting: Governance & DD Processes *UNGP · 6 Risk Areas*

The 6 Analysis Dimensions per Risk

A	Stakeholder	Who is affected?
B	Topic Area	Which human right is affected?
C	Risk/Impact	What harm specifically threatens?
D	Legal Basis	UNGP, ILO, ICCPR, ICESCR, and others
E	Assessment	Risk in the specific business context
	Measures	Required action steps

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Approach & Example

Human Rights Due Diligence under the UNGPs – in Five Steps

Methodological Approach

1	**2**	**3**	**4**	**5**
Identify & Assess	**Integrate & Act**	**Effectiveness Tracking**	**Communicate & Report**	**Provide Remedy**
Create risk mapping	Embed measures	Monitoring & Evaluation	Ensure transparency	Remediation for Incidents

Focus of the risk mapping: Step 1 – identification and assessment of risks (columns A–E). Step 2 is captured in column F.

Example entry: one risk area in detail

A · Stakeholder	B · Topic Area	C · Risk / Impact	D · Standard	E · Assessment in Country Context	F · Measure
S1 Own Workforce	Working Conditions/ Maternity Protection	Maternity protection provisions do not meet international standards	ILO Convention 183	National law is complied with, but this law violates international standards	Adjustment of internal company policies