

Any organisational governance system should be designed to ensure that the organisation will deliver all its goals and objectives, including SR. By embedding SR policy within organisational governance senior leadership will understand the links between the organisation's values and the needs of stakeholders. This can help stakeholders to be part of decision making. SR will then help the company or organisation to become more efficient and sustainable. (Detailed information about engaging different stakeholders is provided in chapter five).

It is possible to measure how well SR is embedded in organisational governance, for example by the number of Board meetings where SR is an agenda item and the number of decisions affected by SR concerns. Boards of Directors should actively consider their organisation's style of leadership. This will ultimately decide whether stakeholders feel that they are an integral part of the organisation. Only then will the stakeholders demonstrate commitment and take appropriate responsibility.

Human rights

Human rights are basic entitlements. They can be categorised into (1) civil and political rights and (2) economic, social and cultural rights. The right to life and liberty, equality before the law and freedom of expression are included under civil and political rights category. The economic, social and cultural rights include the right to work and to social security, the right to have food and health care and most importantly the right to education. This section is concerned with the following eight issues:

1. **Due diligence:** The organisation will take full responsibility to reduce risks resulting from its actions in carrying out its business. It is the duty of all organisations to reduce risk in their workplace and throughout their supply chain. Due diligence can help to prevent risk situations.
2. **Human rights risk situations:** Potential violations occur due to conflict or where the political situation is imbalanced or the area is corrupt or the people experience extreme poverty or following a natural disaster. Conflicts may arise if workers are not paid regularly or are not permitted freedom of association. Organisations need to take special care to resolve these types of risk situations.
3. **Avoidance of complicity:** The organisation should not be involved in any illegal activities, either intentionally or unintentionally, that may affect people and the environment.