

Criteria for Working with Companies

2024 REVISED VERSION

The following are the key admission criteria for companies to participate in Shift's Business Learning Program. They are approved by Shift's Board.

1. **Evidence of high-level commitment to business and human rights**, including implementation of the UN Guiding Principles (e.g., CEO messaging, relevant Board-level structure, where does accountability lie within the company, past work on these issues?).
2. **Organizational capacity** – Are there appropriate internal company resources to drive the implementation process both in terms of human resources and budget? This includes consideration of whether the company can retain full ownership of the implementation of any new policies, processes and practices, while drawing on Shift's expertise in support of those efforts. Also relevant are indications of the company's readiness to engage core parts of the business in implementation beyond the function with direct responsibility for human rights, including whether there are points of internal resistance to more effective action on human rights.
3. **Support for Shift's broader educational purposes** – as reflected in a company's willingness to share relevant information with Shift, and with other BLP participants in the peer-learning context of Shift's bi-annual workshops, as well as in its willingness to adhere to Shift's Terms of Participation and relevant policies (e.g., on document retention).
4. **Attention to conflicts with international legal standards** – In the context of our Business Learning Program, factors that typically lead to Shift deciding not to work with a company include:
 - a. The company's products or services contravene international law prohibitions or conventions, e.g., the widely accepted ban on the production of cluster munitions.
 - b. The company expresses sustained opposition to respect for a certain human right or rights, e.g., freedom of association or the rights of LGBT individuals.
 - c. The company is connected to operations in the following types of territories where they are unable to demonstrate the ability and/or willingness to use appropriate leverage to address the impacts that arise:
 - (i) territories that are associated with credible allegations of international humanitarian law violations, where those operations are themselves connected to the allegations; and/or
 - (ii) territories which are non-self-governing and/or under occupation, where those operations raise legal issues regarding the self-determination of local populations or the risk of other gross human rights abuses.