

# OMV and Human Rights

## An Introduction

Dec 2011

# OMV and Human Rights

... the global baseline !!!

# OMV's Human Rights approach is based on the ancient "Golden Rule" formalized by the UN Global Compact

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## Golden Rule

**Do to others what you want others do to you**

(known to ancient Babylon, Egypt and Greece as well as Buddhism, Christianity, Confucianism, Hinduism, Humanism, Islam, Judaism, Taoism, ...)

## UN Global Compact to enforce



- ▶ Human Rights
- ▶ Labour Rights
- ▶ Environment Protection
- ▶ Anti-Corruption / Business Ethics

**OMV practice of  
Sustainability**



# OMV and Human Rights

OMV Matrix ... the theoretic basis!!!

# BASICS OF OMV HUMAN RIGHTS MATRIX

## Responsibilities in Human Rights

## Categories of Responsibilities

### HORIZONTAL

1. Equality/non-discrimination
2. Security/Integrity/Privacy/life
3. Forced labour
4. Child labour
5. Health/Safety
6. Adequate Remuneration
7. Association/Collective bargaining
8. Property
9. Procedural rights and effective remedy
10. Work/social security
11. Standard of living
12. Education
13. Minority/indigenous peoples' rights/religion
14. Freedom of expression and assembly

### VERTICAL

1. **Essential/core**  
(OMV "shall" ) –  
legal or strong ethical-  
moral basis
2. **Expected**  
(OMV "should") – ethical-  
moral basis
3. **Desirable**  
(OMV "might do") – weak  
ethical-moral basis –  
"charity"



# Functions of the OMV Human Rights Matrix

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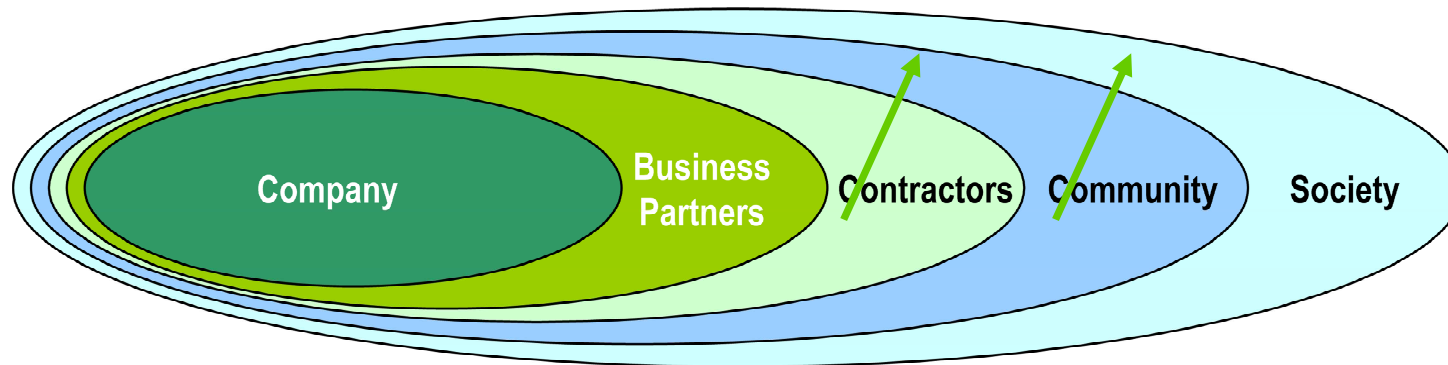
- ▶ Tool for **mapping OMV responsibilities** and activities
- ▶ Tool for **assessing existing gaps** between OMV responsibilities and activities
- ▶ Tool for **prioritization of measures** to meet responsibilities
- ▶ Tool for establishing common ground of discussion between business field and human rights field (e.g. within stakeholder-dialogue)



# Sphere of Influence / Impact

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- ▶ **Company employees**
- ▶ **Business partners**
- ▶ **Contractors and suppliers**
- ▶ **Communities  
(affected by operations)**
- ▶ **Host government**
- ▶ **Wider society**



# OMV Tools / Human Rights

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- ▶ OMV Human Rights Policy
- ▶ OMV Matrix (Corporate Directive No.11)
- ▶ E-Learning tool Human Rights (English/ German/ Romanian)
- ▶ Human Rights Self-Check (1<sup>st</sup> wave '07/ '08, 2<sup>nd</sup> wave '11/ '12)
- ▶ Training of Security Forces
- ▶ Country Entry-Checklist
- ▶ Supplier Audits on Human Rights





# Key Activities 2011 / 2012

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## 2011

- ▶ Training of Security Forces in Romania
- ▶ Role out of Romanian version of e-learning
- ▶ Human Rights Consulting Visit Tunisia
- ▶ Review of existing Self-Check tool

## 2012

- ▶ Role out of Pilot Project LOCAL CONTENT
- ▶ Role out of Pilot Project GRIEVANCE MECHANISM
- ▶ Human Rights Consulting Visit to Iraq / Region of Kurdistan
- ▶ Role-out 2<sup>nd</sup> wave of Human Rights Self-Check for the entire Group



# OMV and Human Rights

“Treating people with DIGNITY”

John Ruggie

Special Representative of the UN Secretary General  
on human rights and transnational corporations