

The Services

EOS SOCIAL RESPONSIBILITY SOLUTIONS SA

Via Antonio Galli 6,
Lugano, Switzerland
contact@eosconsults.com

EOS

SOCIAL RESPONSIBILITY SOLUTIONS

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TABLE OF CONTENTS

I. ABOUT EOS	2
II. EOS SERVICES	3
i. Reviews	3
ii. Assessments	3
iii. Trainings	4
iv. Reports	4
v. Audit	4
III. WHY INTEGRATE HUMAN RIGHTS IN YOUR COMPANY	5

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I. About EOS

EOS Social Responsibility Solutions SA was founded in 2020 as an international consultancy with the intent to counsel and help companies integrate international standards and best practices on Human Rights and business.

EOS's team prioritizes the client and his/her needs, therefore the approach of our work is client-oriented and tailored to the needs of each business. In this manner, EOS aims to reduce and prevent reputational, social, economic and legal risks that the company could incur if it breached international Human Rights standards. Hence, our approach is innovative and aims to adopt a "bottom-up" approach to aid companies to strive to do better, as in turn the society and the general economy will progress.

To provide the best and maximum support, EOS has members based across the world. The team is constituted by international lawyers who have expertise in the sectors of Human Rights, Humanitarian and Environmental law. The members have represented and/or worked for public and private sectors, such as the Indian and Mexican governments, the World Health Organization, multinational oil and gas companies and law firms. Throughout their respective experiences, the members of EOS have gained strong expertise in the areas of:

- International Human Rights;
- Humanitarian law;
- Environmental law;
- International gender and labour policies;
- LGBTQ and minority issues; and
- Corporate social responsibility and business ethics.

EOS also relies *ad hoc* on a pool of international rosters that provide advice and imminent solutions to the team depending on the client's requests and the geographical distribution.

II. EOS Services

The primary concern for EOS is the sustainability of its' clients. Therefore, EOS has devised a set of services to maximize the results for each customer. Every project will be personalized to benefit the client and to repair any possible abuses or wrongdoings. Have a look at “**Annex A – Test your Company**” to evaluate whether your company is compliant with international standards and best practices. Then take the time to contact us (contact@eosconsults.com) together free of charge we can assess what your needs are.

EOS's general services will be covered in detail in the following subtitles.

i. Reviews

EOS's reviews will be based on policies, processes and procedures.

Policies: EOS will include Human Rights in your existing policies. Additionally, EOS will develop specific Human Rights policies where needed and develop local policies that match the reality of the local situation. To ensure a smooth and effective implementation, EOS will review the outcomes of such policies.

Processes and procedures: EOS will consider the scope of your business activities and functions to define the processes and procedures to make the policy (with Human Rights language) a reality. Hence, it will align the processes and procedures to international best practices and standards.

ii. Assessments

EOS will undertake risk and/or compliance assessment to prevent and reduce the Human Rights/Humanitarian/Environmental risks a company is facing in a particular setting. The assessments are two-folded.

Risk assessment: EOS will identify the risks and opportunities of a business and categorize these in priorities for action. Based on the risk assessment, EOS will develop a Human Rights strategy for the business, taking into consideration its vision as well as its own strategy, to prevent the business from committing Human Rights violations/abuses.

Compliance assessment: EOS will create an easy to read and use tool to detect Human Rights compliance levels based on relevant performance indicators. Performance indicators measures the direct result of a business' operation as well as the efficiency of the management process that influence performance. The measurements are going to be consistent with the risks and opportunities that the company/EOS have identified.

iii. Trainings

To meet the needs of the clients, EOS will identify the target groups that need training. This could include:

- Employees;
- Human resources;
- Security staff;
- Supervisors and managers; and
- Key suppliers and contractors.

EOS will offer tailored-made trainings, taking into consideration political, geographical and cultural needs. The trainings can be performed in-person or by accessing an EOS-created learning management system, depending on what the client prefers best.

In both cases, the target group will receive theoretical and practical information on international and national law, best practices and standards. The courses will also include quizzes, practical scenarios and interactive activities.

iv. Reports

If requested, EOS will produce reports based on how the trainings were undertaken by the participants and how to move forwards based on the outcome of the training. EOS will consider whether there is the need to do more/other trainings or whether the client needs a “train the trainer” workshop (have a company-internal trainer that will conduct future trainings) to become self-sufficient and sustainable.

v. Audit

In some countries, external auditing is required legally. Therefore, EOS will undertake human rights-based audits and analyse the results of the audits for strategic development of the business.

If taken together, EOS offers discounted packages!

III. Why integrate Human Rights in your company

The goal of EOS is to ensure businesses respect the Human Rights of all individuals, because in turn it ameliorates the conditions of society as well as the economy. The benefits to a company to integrate international standards and best practices are the following:

- Improved stakeholder relations;
- Improved employee recruitment, retention and motivation;
- Improved risk assessment and management;
- Reduced risk of consumer protests;
- Enhanced corporate reputation;
- Enhanced brand image;
- Secured (increase) licence to operate;
- Strengthened shareholder confidence;
- Reduced reputational risk with the general public;
- Reduced legal risks;
- Reduced financial burdens;
- Increased financial opportunities.

**SEND US AN EMAIL AT CONTACT@EOSCONSULTS.COM AND WE
WILL EVALUATE YOUR NEEDS TOGETHER.**