

HRRA AND HUMAN RIGHTS ANALYSIS FOR PARTEGA – RETAIL CONSTRUCTION

1. INTRODUCTION

1.1 COMPANY PROFILE

Company Name: Partega

Business Area: Construction of retail stores in various environments, focusing on innovative and sustainable solutions.

Number of Employees: 60

Purpose of the Report: To integrate human rights into risk management and work processes, aiming to create a safe, ethical, and sustainable work environment.

1.2 PURPOSE OF HRRA AND HUMAN RIGHTS

HRRA aims to identify risks linked to human factors, while human rights are integrated to ensure fair working conditions, non-discrimination, and respect for employees' dignity. The combination of these perspectives contributes to a more holistic and sustainable strategy.

2. HUMAN RIGHTS IN PARTEGA'S OPERATIONS

2.1 HUMAN RIGHTS AND THE CONSTRUCTION SECTOR

The construction sector is sensitive to human rights issues such as:

- Exploitation of labor (low wages, long working hours).

- Risk of discrimination based on gender, ethnicity, or background.
- Lack of a safe work environment, especially for migrant workers.

2.2 PARTEGA'S RESPONSIBILITY FOR HUMAN RIGHTS

Partega is obliged to:

- Ensure that working conditions follow international standards such as ILO conventions.
- Implement non-discriminatory work practices.
- Respect employees' right to freedom of association and collective bargaining.

2.3 RELEVANT GUIDELINES AND STANDARDS

- **UN Guiding Principles on Business and Human Rights (UNGPs):** Partega must "respect, protect, and remedy" potential rights violations.
- **ILO Conventions:** Fundamental rights such as the prohibition of forced labor, child labor, and discrimination.
- **ISO 45001:** Occupational health and safety management standard.

3. RISK IDENTIFICATION AND ANALYSIS

3.1 RISKS RELATED TO HUMAN RIGHTS

| Risk Area | Examples of Risks | Human Rights in Focus |
|------------------------------|--|--|
| Working Conditions | Long work hours without sufficient rest | Right to fair working conditions |
| Discrimination | Wage or treatment differences based on gender or ethnicity | Prohibition of discrimination |
| Health and Safety | Insufficient protection against falls or chemical hazards | Right to a safe and healthy work environment |
| Right to Association | Suppression of union organizing | Right to collective bargaining and association |
| Migrant and Seasonal Workers | Risk of exploitation, such as lower wages and inadequate housing | Right to equal treatment and adequate living |

3.2 IDENTIFICATION OF PHYSICAL AND ORGANIZATIONAL RISKS

| Category | Examples of Risks | Consequences | Likelihood | Impact | Risk Level |
|-----------------------------|--|--|------------|--------|------------|
| Physical Risks | Falling from heights, lack of protective equipment | Serious injuries or fatalities | High | High | High |
| Organizational Risks | Insufficient training in safety procedures | Increased accidents, reduced morale | Medium | High | High |
| Psychological Risks | High workload and stress | Reduced efficiency, increased mental health issues | High | Medium | High |

4. RISK MANAGEMENT: STRATEGIES AND ACTIONS

4.1 INTEGRATING HUMAN RIGHTS INTO WORK PRACTICES

1. Training:

- Mandatory training for managers and employees on human rights and discrimination.

2. Policy and Communication:

- Clear guidelines for fair working conditions and reporting of rights violations.

4.2 ACTION PLAN FOR IDENTIFIED RISKS

| Risk | Proposed actions | Responsibility | Deadline |
|-------------------------------------|--|--------------------------------|-----------|
| Discrimination | Introduce anonymized recruitment processes and regular wage audits | HR Department | 3 months |
| Long Work Hours | Implement rotation schedules to ensure sufficient rest | Project Manager | 1 month |
| Lack of Protective Equipment | Regular inspections and mandatory use of safety gear | Safety Officer on site (BAS U) | Immediate |
| Stress and Mental Health | Provide resources for psychological support and stress management | HR and Management | 6 months |

5. FOLLOW-UP AND MONITORING

5.1 CONTINUOUS MONITORING

- **Incident Reporting:** Digital system for anonymously reporting accidents and violations.
- **Regular Audits:** Semi-annual reviews of workplace conditions and rights implementation.

5.2 MEASURABLE GOALS

- **Short-Term Goals:**
 - Reduce workplace accidents by 30% within one year.
 - Ensure 90% of employees participate in human rights training.
- **Long-Term Goals:**
 - Become an industry leader in occupational health and human rights.
 - Achieve full compliance with international guidelines such as the UNGPs.

6. CONCLUSION

Partega faces challenges typical of the construction sector but also has a unique opportunity to lead by example. By actively integrating human rights into its HRRR processes, the company can not only improve the work environment but also strengthen its reputation as an ethical and responsible actor.