



HUMAN RIGHTS DUE DILIGENCE

WHAT TEXAS BUSINESSES &
THEIR LAWYERS NEED TO KNOW





RARE EARTH ELEMENT USES

A collection of circular icons representing various rare earth elements and their applications, arranged around the central text. The icons include a lightbulb, a globe, a microscope, and several colored spheres (blue, orange, red, green, yellow, and brown).



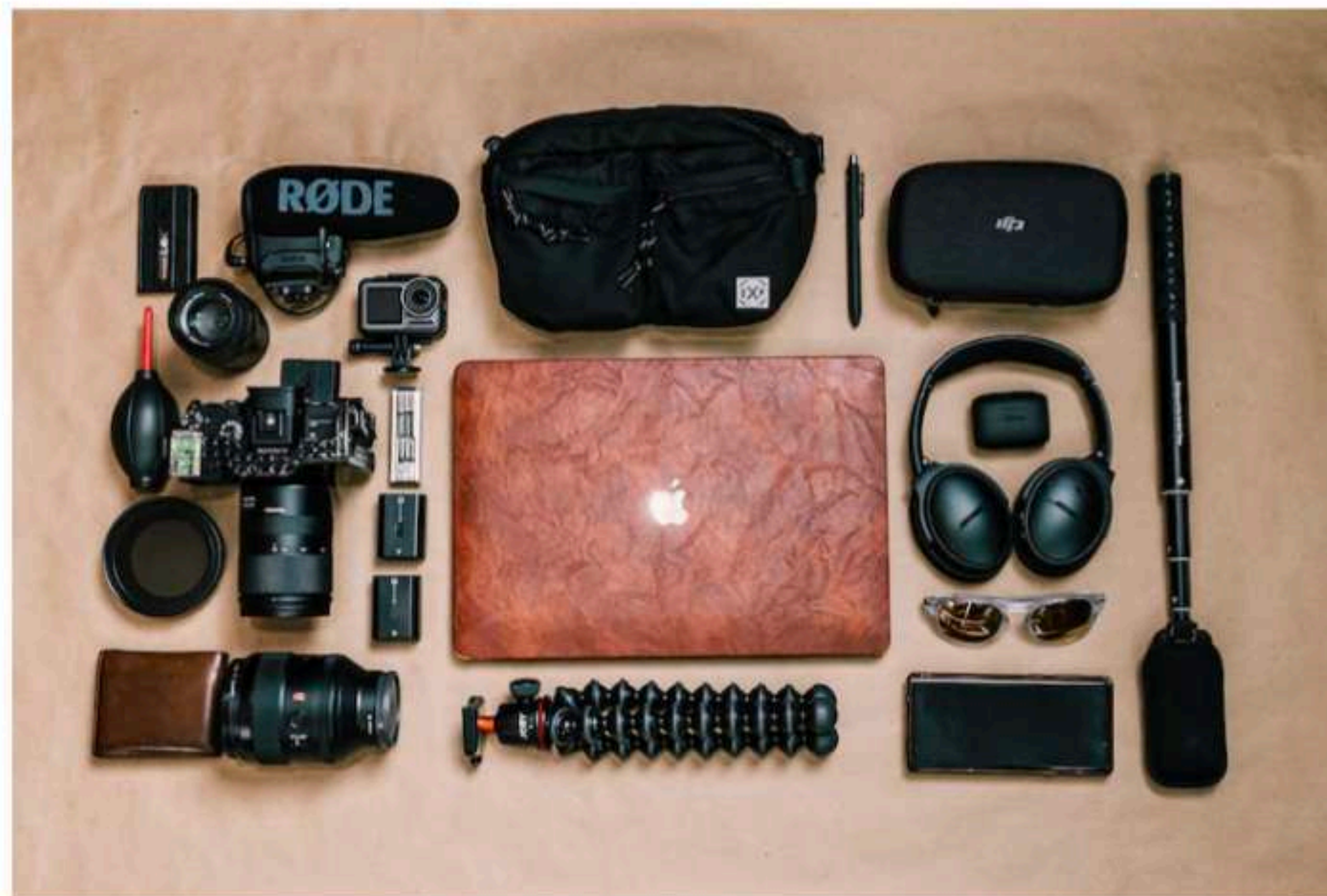
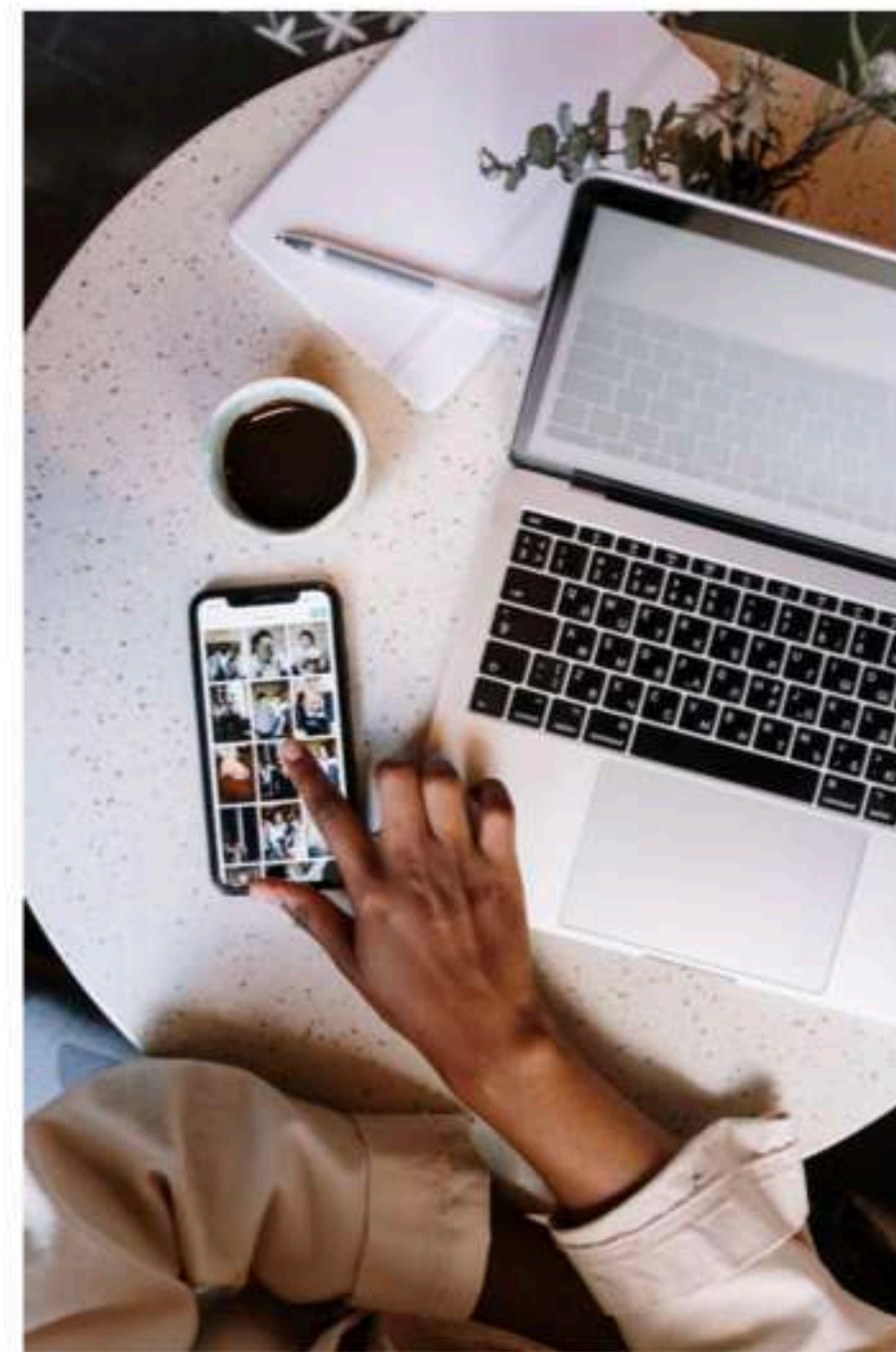


SURFACE MINING IN THE CONGO-DRC

Human rights under threat in DR Congo and beyond, Security Council hears



© UNICEF/Patrick Brown | Children at work mining for gold in Luhihi village, South Kivu Province in DRC.



SEPTEMBER 10, 2018

MINING MINORS: THE PAIN OF AFRICAN CHILD WORKERS

located: Democratic Republic of the Congo

DODD-FRANK ACT



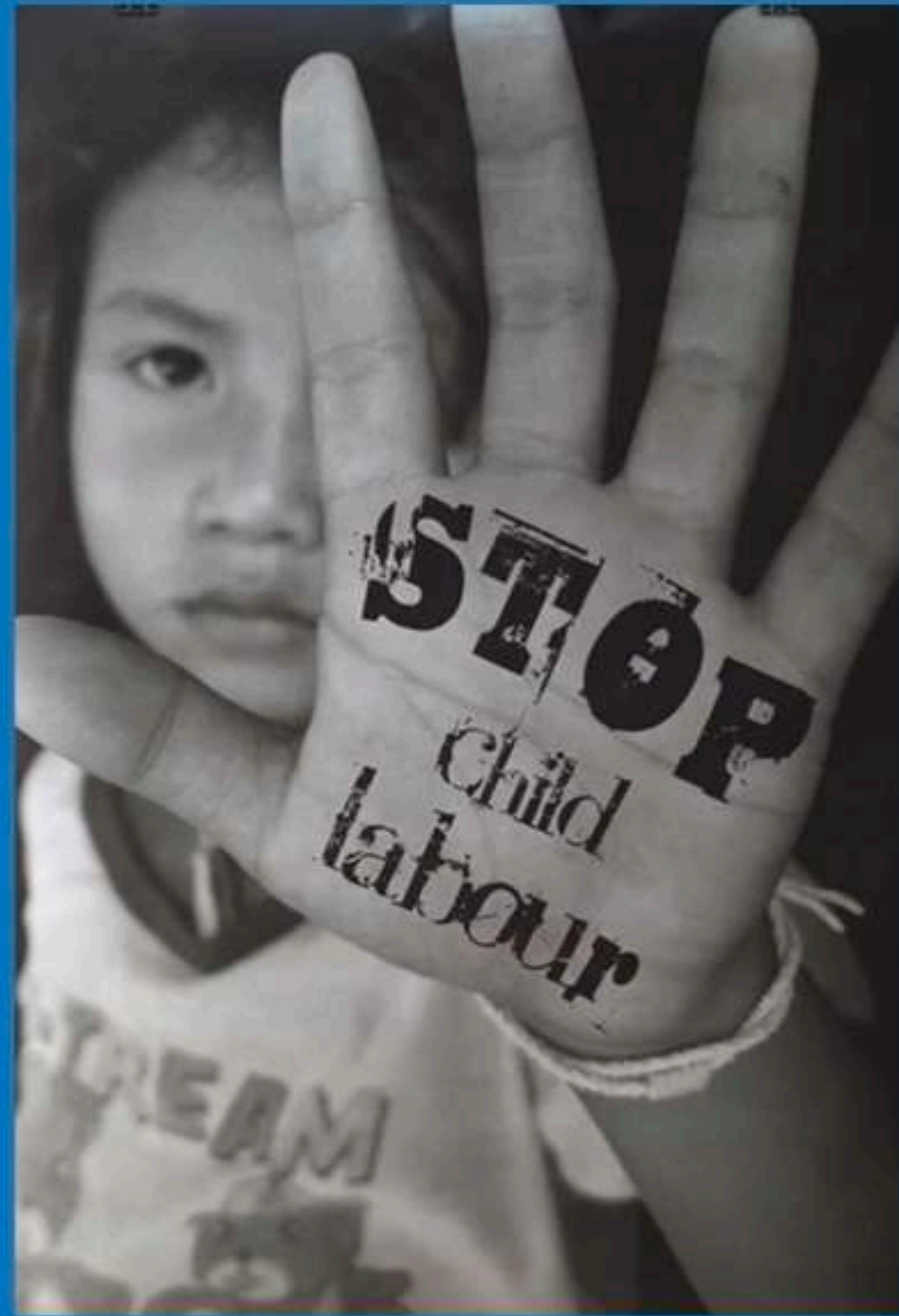
THE CONFLICT MINERALS LAW

DODD-FRANK ACT



~~THE CONFLICT MINERALS LAW~~
THE CONFLICT MINERALS LAW





H U M A N

R I G H T S

W A T C H

Competition for Minerals Should Respect Rights and the Environment

**Strong Government Oversight of Mining Industry is
Essential**

Packers Sanitation Services illegal employment of children

MONEYWATCH >
More kids are working dangerous jobs amid weaker labor laws, child migration

Tyson and Perdue Are Facing Child Labor Investigations

The Labor Department has opened inquiries into whether migrant children were working inside slaughterhouses owned by the poultry-processing giants.

May 2023



Republican Iowa governor rolls back state's child labor law protections

27 May 2023

'They were little': photos show children illegally working in US slaughterhouse
9 May 2023

US investigation uncovers two 10-year-olds working at Kentucky McDonald's
3 May 2023

'Dumb and dangerous': US sees surge in efforts to weaken child labor regulations
1 May 2023

9-Year-Old Child Worker Dies in Bangladeshi Textile Mill

The father of Sagar Barman accused the supervisors at Zobeda Textile Mill in Dhaka of killing his son by pumping air into his rectum.



McDonald's franchisees fined after 305 minors, including 10-year-olds, found working illegally

Child Labor Rises Sharply in Syria, Upended by War and Mayhem

A report on Syrian child labor by Save the Children and Unicef suggested a majority of Syrian children are now working to support their families.



Arkansas leads charge to weaken child labor protections

The Washington Post
Democracy Dies in Darkness

ECONOMY

Child labor violations soared in fiscal 2023



Stadium deals, corruption and bribery: the questions at the heart of Brazil's Olympic and World Cup 'miracle'

The two mega-events were framed as a reason for Brazilians to be proud of a modern and forward-looking country; instead the economy has been shattered and a supreme court investigation keeps unearthing unsavoury allegations

How The 2014 FIFA World Cup Became The Worst Publicity Stunt In History



7 Big Problems the World Cup Left Behind in Brazil



Fifa World Cup sponsors urged to speak out over Qatar

Since FIFA awarded the 2022 World Cup to Qatar, the tournament has been ensnared in a tangled web of scandals



Qatar migrant workers describe 'pathetic' conditions

Qatar FIFA World Cup controversy: What you need to know

5:31 pm on 12 December 2022 Share this [social media icons] Finlay Dunseath, Digital Journalist @FinlayDunseath



Photo: RNZ / Michelle Tiang



Thousands of labourers have been brought into Qatar, most from South Asia

Qatar: Rights Abuses Stain FIFA World Cup

Hundreds of thousands evicted



AP

Thanks to the World Cup, more than 250,000 people were either directly or indirectly **forcefully removed** from their living spaces. Some experts say Brazilian politicians used the games as an excuse to clear out Brazilian slums and reclaim them. Eleven million Brazilians live in these slums.



A legacy of social unrest



AP

The #NotGoingtoBrazil hashtag gained steam in the months leading up to the games. Brazilians and people all around the world used it to protest the unnecessary funds used for the games that could have been used for hospitals, health care and other facilities for Brazil's **16 million people** who live in extreme poverty.



The New York Times

U.S. Says FIFA Officials Were Bribed to Award World Cups to Russia and Qatar

For nearly a decade, Russia and Qatar have been suspected of buying votes to win hosting rights for the 2018 and 2022 World Cups. On Monday, for the first time, the Department of Justice put things in black and white.

The Guardian

Revealed: 6,500 migrant workers have died in Qatar since World Cup awarded

Guardian analysis indicates shocking figure over the past decade likely to be an underestimate

● **What we know about the human cost of the 2022 World Cup**



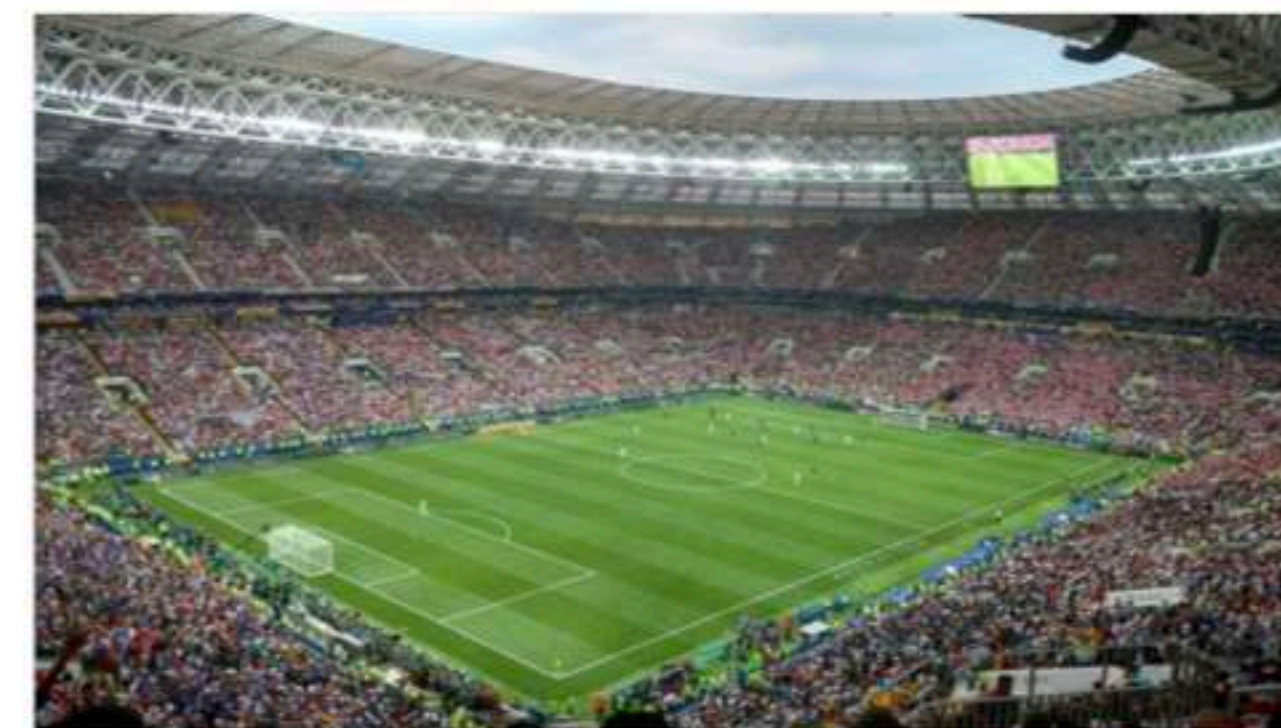
📷 Latha Bollapally, with her son Rajesh Goud, holds a picture of her husband, Madhu Bollapally, 43, a migrant worker who died in Qatar. Photograph: Kailash Nirmal

More than **6,500 migrant workers** from India, Pakistan, Nepal, Bangladesh and Sri Lanka have died in Qatar since it won the right to host the World Cup 10 years ago, the Guardian can reveal.

Qatar World Cup Chief Publicly Admits High Migrant Death Tolls



FIFA and Qatar Face Backlash for 2022 World Cup



The 2018 FIFA World Cup Final, France vs. Croatia. (Photo by MX, CC BY-SA 4.0, via [Wikimedia Commons](#))

Qatar refuses to let Nepalese workers return to attend funerals after quake

Nepalese minister says Fifa must pressure the Gulf state for better treatment of 1.5 million south Asian migrants



📷 A Nepalese worker takes a break during a government-organised media tour of World Cup construction projects. Photograph: Maya Alleruzzo/AP

World Cup: Denmark kit to protest Qatar's human rights record at 2022 tournament

We don't wish to be visible during a tournament that has cost thousands of people their lives.

We support the Danish national team all the way, but that isn't the same as supporting Qatar as a host nation.



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May 5, 2025

Gianni Infantino
President
Fédération Internationale de Football Association
FIFA-Strasse 20, P.O. Box 8044 Zurich, Switzerland



HRW.org

Subject: FIFA's Human Rights Responsibilities in 2026 World Cup

Dear Mr. Infantino,

We write to express grave concerns about the impact of current United States immigration policies on the 2026 FIFA World Cup and the 2025 US Club World Cup. With just over one year until the World Cup opening match, immediate action is needed to address policies that directly contradict FIFA's stated values of human rights, inclusion and global participation.

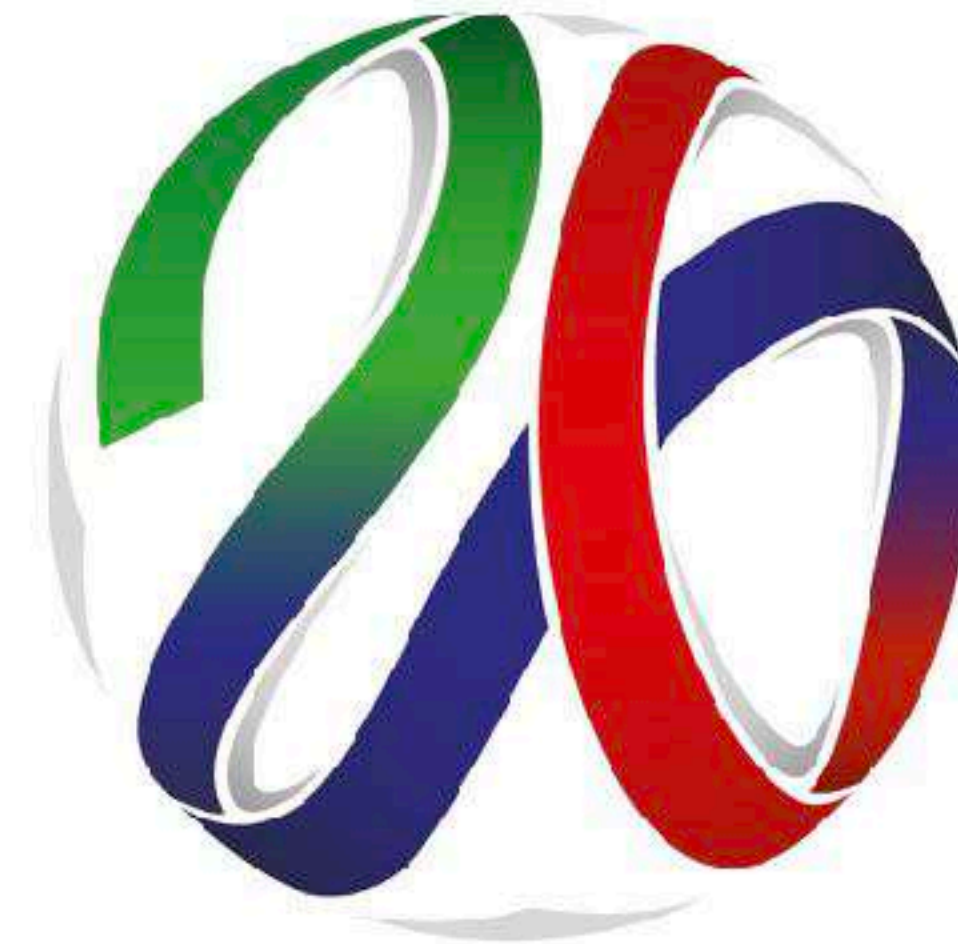
When FIFA awarded the 2026 World Cup to the "United Bid" of the United States, Canada, and Mexico, your organization celebrated this decision as one that would "unite and inspire people to create positive change through football." Following systemic human rights violations at previous tournaments such as those in Russia and Qatar, the 2026 World Cup was intended to raise the bar with its published Human Rights Strategy. These commitments are now at serious risk.

The FIFA World Cup 2026 is projected to have as many as 6.5 million attendees traveling to or between the host countries of Canada, Mexico, and the US. An estimated 3.7 million fans are expected to attend Club World Cup matches this summer.

Since its return to office, the administration of President Donald Trump has implemented or is planning policies that fundamentally undermine the inclusive spirit of the World Cup and the non-discrimination policies under FIFA's Statutes:

- US authorities are reportedly preparing travel restrictions and outright bans that may affect the ability of citizens from as many as 43 countries from entering the US.
- New visa practices require applicants—including athletes and tourists—to disclose their sex assigned at birth and only recognize binary sex categories, discriminating against and erasing

AMMAN - AMSTERDAM - BEIRUT - BERLIN - BRUSSELS - CHICAGO - COPENHAGEN - GENEVA - JOHANNESBURG
- KYIV - KINSHASA - LONDON - LOS ANGELES - MIAMI



UNITED2026



BIDDING NATIONS
CANADA • MEXICO • UNITED STATES



(photos from *Sweatshop: Deadly Fashion*)





A woman at work in a Chinese textile factory (Stringer / Reuters)

BUSINESS

ALL YOUR CLOTHES ARE MADE WITH EXPLOITED LABOR

Patagonia tried to stop human trafficking in its supply chain, but, as recently as 2011, internal audits found continuing abuses. Is the problem too massive for companies to solve?

By Gillian B. White

BUSINESS

What does that \$14 shirt really cost?

From the archives: Bangladesh disaster raises tough questions about cheap clothes

By Rosemary Westwood
May 1, 2013



Photo illustration by Lauren Cattermole. Markup based on selling price.





The Gen Z conundrum: How HR can welcome this very different generation

Diversity, Equity and Inclusion | Employee Wellbeing |

Talent Management

By: Jen Colletta Date: May 19, 2025

Share post:



Gen Z In The Workplace: Connections, Diversity, and Ethics

Employers — the workforce is about to change dramatically with the entrance of roughly 61 million individuals you probably have heard of referred to as “[Gen Z](#).” Just as you no doubt saw seismic shifts in the workplace with the arrival of the Millennial generation (and before them, Gen X) you should prepare yourself for the inevitable adjustments that should be made to allow for this new demographic to thrive at your company. The good news is, it is entirely possible for any organization to become a “Gen Z whisperer” with the right insights.

1 in 5 Managers Have Considered Quitting Due to Stress of Overseeing Gen Z Employees

Generation Z & High Turnover Rate in the Workplace

Studies show that a significant portion of Gen Z workers are likely to change jobs frequently. Approximately 65% of Gen Z employees leave their jobs within 12 months of starting.

FLEGEWorks



Tech

Apple breaks ties with 12 suppliers over concerns about 'conflict minerals' violations

The refineries and smelters were dropped because they refused to confirm their ore wasn't being used to finance armed conflicts, Apple says.



Miners in the Democratic Republic of Congo.
Tom Stoddart/Getty Images





GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

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Implementing
the United Nations
"Protect, Respect and
Remedy" Framework

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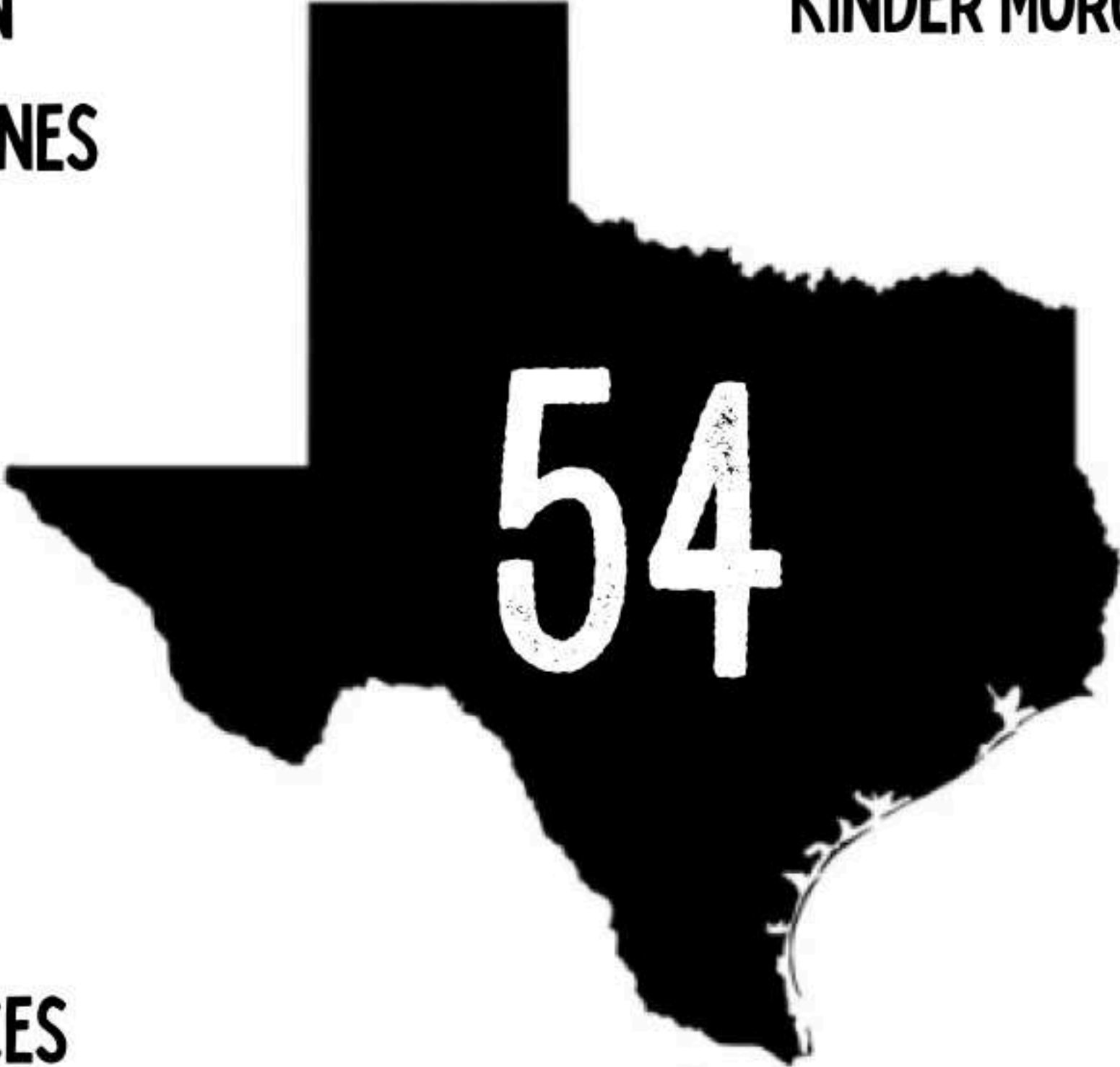




TEXAS

THE LONE STAR STATE

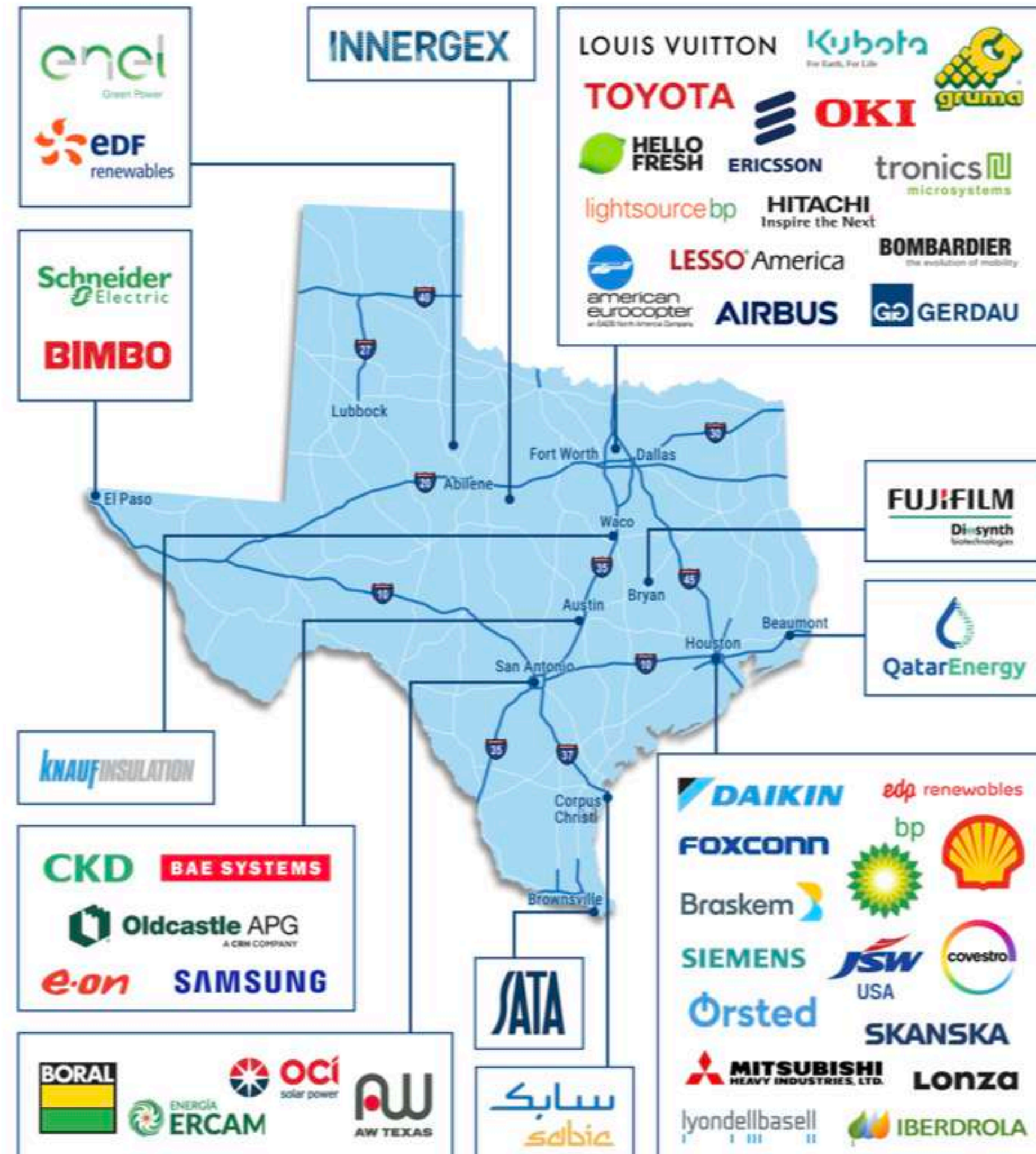
EXXON MOBIL ORACLE EOG RESOURCES HF SINCLAIR GROUP 1 AUTOMOTIVE VISTRA QUANTA SERVICES
USAA MCKESSON AMERICAN AIRLINES HEWLETT PACKARD ENTERPRISE TEXAS INSTRUMENTS WASTE MANAGEMENT
DELL TECHNOLOGIES AT&T D.R. HORTON KINDER MORGAN WESTLAKE YUM CHINA HOLDINGS
PHILLIPS 66 SOUTHWEST AIRLINES
VALERO ENERGY TESLA CELANESE CENTERPOINT ENERGY CHENIERE ENERGY
ENERGY TRANSFER NRG ENERGY
CBRE GROUP BAKER HUGHES
ENCINO MIDSTREAM
SYSCO OCCIDENTAL PETROLEUM
CATERPILLAR TARGA RESOURCES
CONOCOPHILLIPS JACOBS ENGINEERING GROUP BUILDERS FIRSTSOURCE DIAMONDBACK ENERGY
PLAINS GP HOLDINGS KIMBERLY-CLARK AECOM PIONEER NATURAL RESOURCES
ENTERPRISE PRODUCTS PARTNERS CHARLES SCHWAB TENET HEALTHCARE COMMERCIAL METALS



54

INTERNATIONAL COMPANIES IN TEXAS

As the nation's leader in exports and a top destination for foreign direct investment (FDI), Texas is an epicenter for global business and trade. There are already more than 1,600 foreign corporations doing business in the state—a number that only continues to grow as more and more international firms choose Texas for their next business investment. Furthermore, the state is the #1 destination in the U.S. for FDI projects, jobs and capital expenditures and has led the nation in exports for 20 consecutive years. A sampling of the largest international companies in Texas and recent FDI announcements are represented below.



TEXAS IS THE EPICENTER FOR GLOBAL BUSINESS AND TRADE WITH MORE THAN

1,600

FOREIGN CORPORATIONS DOING BUSINESS IN THE STATE!



TEXAS

**DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT**

2024 EDITION

TEXAS SUPREME COURT

TEXAS

**DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT**

2024 EDITION

TEXAS SUPREME COURT

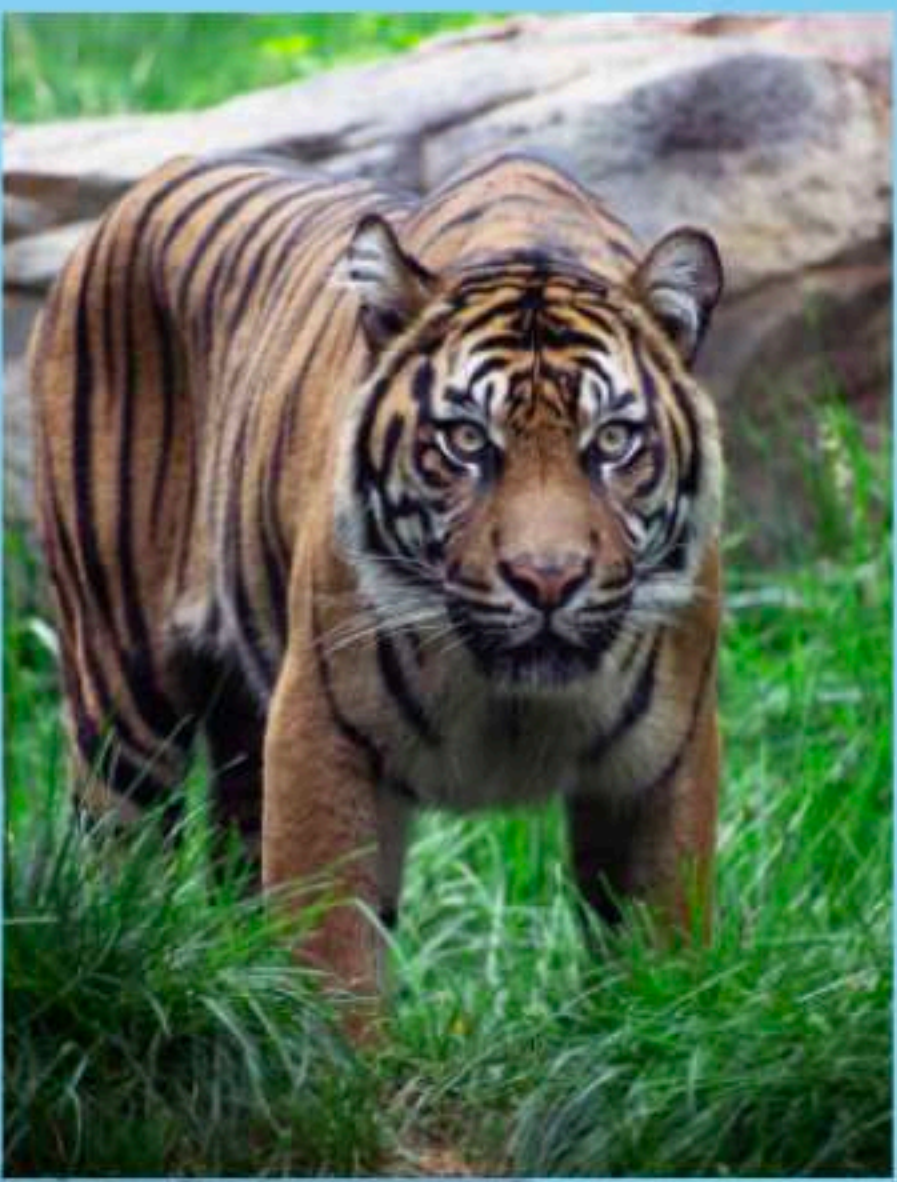
TEXAS

**DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT**

2024 EDITION

TEXAS SUPREME COURT





Business

Indonesian farmers walk 1,800-km to protest against evictions





A man in a dark suit is seen from behind, sitting in a chair and looking at a chalkboard. On the chalkboard, the word "OBLIGATIONS" is written in white, bold, capital letters inside a large, hand-drawn thought bubble. Three smaller, empty thought bubbles are also drawn on the board, one to the left and two below the main bubble. The background is a dark, textured surface.

OBLIGATIONS

FCPA

**FOREIGN
CORRUPT
PRACTICES
ACT**

Third Party Due Diligence Questionnaire

Part I: To Be Completed by the Third Party Business Associate

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Please return the completed, signed questionnaire:

RETURN TO:

Attn:
Email:
Phone:
Fax:

Address:

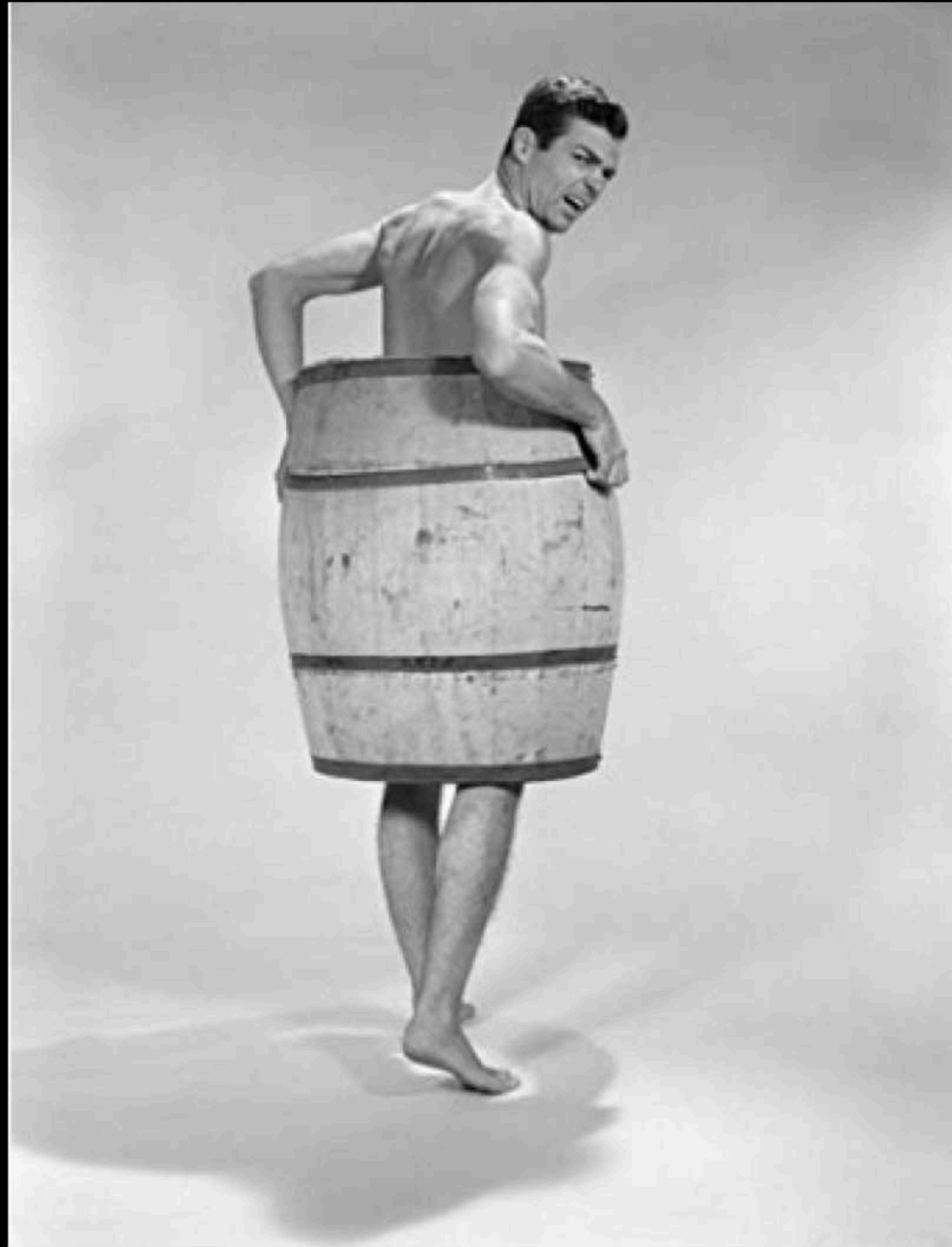
City, State/Country, Postal Code:

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PROTECT YOURSELF & YOUR CLIENT





HARD LAW/SOFT LAW



**“IN COMPLIANCE WITH INTERNATIONAL LAW,
INCLUDING HUMAN RIGHTS, HUMANITARIAN AND REFUGEE LAW”**



HARD LAW/SOFT LAW



**“LAWYERS . . . AS GUARDIANS OF
THE LAW . . . PLAY A VITAL ROLE IN
THE PRESERVATION OF SOCIETY.”**

RULE 1.02

**LAWYERS MAY NOT ASSIST OR
COUNSEL A CLIENT TO ENGAGE IN
CONDUCT KNOWN BY THE LAW AS
CRIMINAL OR FRAUDULENT.**

RULE 1.02 — COMMENTS 7 & 8

WE MUST GIVE OUR CLIENTS AN **HONEST**
OPINION ABOUT THE CONSEQUENCES OF
THEIR CONDUCT — **REASONABLE**
EFFORTS TO DISSUADE A CLIENT FROM
COMMITTING A CRIME OF FRAUD





GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

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Implementing
the United Nations
"Protect, Respect and
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“The Guiding Principles are a transformational roadmap to a future where the billions of people whose lives are impacted by corporate activities are treated with respect for their dignity and fundamental welfare – a world where human beings and corporations alike can thrive and prosper.”

- PROFESSOR JOHN RUGGIE

THREE PILLARS of the UN GUIDING PRINCIPLES

HUMAN RIGHTS

PROTECT

STATE

duty to
protect

RESPECT

CORPORATE

responsibility
to respect

REMEDY

VICTIMS

access to
effective remedy



- 1. UNDERSTAND THE RELEVANCE TO CLIENTS' TRANSACTIONS**
- 2. INCENTIVE TO USE THE UN GUIDING PRINCIPLES**
- 3. POSITIVELY REPRESENT THE LEGAL PROFESSION AND BAR ASSOCIATIONS AS BUSINESS AND HUMAN RIGHTS CHAMPIONS IN LOCAL FORUMS.**



TEXAS

**DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT**

2024 EDITION

TEXAS SUPREME COURT



“INTERNATIONALLY RECOGNIZED HUMAN RIGHTS ARE A PERSON’S RIGHTS TO LIFE AND HEALTH . . . TO BE FREE FROM SLAVERY AND SERVITUDE . . . TO HAVE ACCESS TO DUE PROCESS . . . AND THE ABILITY TO ADJUDICATE GRIEVANCES AND THE RIGHTS OF CHILDREN TO AVOID FORCED LABOR CONDITIONS.”



TEXAS

**DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT**

2024 EDITION

TEXAS SUPREME COURT

TEXAS
DISCIPLINARY RULES OF
PROFESSIONAL CONDUCT

2024 EDITION

TEXAS SUPREME COURT

A LAWYER **MUST REFRAIN FROM ASSISTING A CLIENT WHOSE OBJECTIVES OR PRACTICE **VIOLATE INTERNATIONALLY RECOGNIZED HUMAN RIGHTS** AND RISES TO THE LEVEL OF **PROHIBITED CRIMINAL AND FRAUDULENT ACTIVITY** INCLUDED IN THE TEXAS DISCIPLINARY RULES.**



**SO WHAT LAWS
APPLY HERE
IN TEXAS?**

TEXAS DISCIPLINARY RULES OF CONDUCT

CLIENT-LAWYER RELATIONSHIP

RULE 1.01 — COMPETENT AND DILIGENT REPRESENTATION

RULE 1.02 — SCOPE AND OBJECTIVES OF REPRESENTATION

RULE 1.08 — PROHIBITED TRANSACTION

LAW FIRMS

RULE 5.01 — RESPONSIBILITY OF A PARTNER OR SUPERVISING LAWYER



WHY SHOULD A LAW FIRM HAVE A POLICY ON HUMAN RIGHTS?



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IT IS THE MORAL AND PROPER POLICY TO ENACT.



WHY SHOULD A LAW FIRM HAVE A POLICY ON HUMAN RIGHTS?

IT IS THE MORAL AND PROPER POLICY TO ENACT.

IT WILL REBUT THE PRESUMPTION SHOULD A CLIENT CONFLICT OR GOVERNMENT INVESTIGATION OCCUR AND HELP MITIGATE DAMAGES.



WHY SHOULD A LAW FIRM HAVE A POLICY ON HUMAN RIGHTS?

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IT WILL DEMONSTRATE COMPLIANCE WITH OTHER COUNTRY'S LAWS AND REGULATIONS



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IT WILL DEMONSTRATE COMPLIANCE WITH OTHER COUNTRY'S LAWS AND REGULATIONS

IT WILL DEMONSTRATE LEADERSHIP IN OUR BAR AND WILL RESULT IN PRACTICAL COMMON SENSE POLICIES THAT WILL BE THE MODEL FOR OTHER BARS AND LEGAL SOCIETIES.



WHAT SHOULD THAT POLICY STATE?



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

2. ABA MODEL RULE 2.1



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

2. ABA MODEL RULE 2.1

3. EUROPEAN BAR CODE OF CONDUCT



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

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3. EUROPEAN BAR CODE OF CONDUCT

4. GUIDING PRINCIPLE 19



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

5. SHIFT

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4. GUIDING PRINCIPLE 19



WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

5. SHIFT

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6. OECD

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WHAT SHOULD THAT POLICY STATE?

1. ADVOCATES FOR INTERNATIONAL DEVELOPMENT (A4ID)

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6. OECD

3. EUROPEAN BAR CODE OF CONDUCT

7. CSR POLICIES

4. GUIDING PRINCIPLE 19





IBA Business and Human Rights



IBA Business and Human Rights Guidance for Bar Associations

Adopted by the IBA Council on 8 October 2015

With Commentaries 2015



Shift

NEWS

Business and Human Rights Guidance for Bar Associations Adopted by IBA

GUIDANCE INCLUDES STEPS FOR BAR ASSOCIATIONS AND LAW SOCIETIES TO IMPLEMENT AS PART OF INCREASING AWARENESS ABOUT BUSINESS AND HUMAN RIGHTS FOR THE LEGAL PROFESSION.



CODE OF CONDUCT FOR EUROPEAN LAWYERS

Conseil des barreaux européens - Council of Bars and Law Societies of Europe
association internationale sans but lucratif
Rue de la Loi 17, 1049 Bruxelles - Tel. +32 (0) 274 61 11 - Fax +32 (0) 274 61 1112 - Email secretariat@ccbe.eu



HOW CAN THIS HUMAN RIGHTS ISSUE BE ADDRESSED WITH CLIENTS?

INTAKE QUESTIONNAIRE

INTERNAL COMPLIANCE AUDIT

TRAINING SEMINAR FOR CLIENT EXECUTIVES, MANAGEMENT, ETC.

COMPLIANCE MANUALS

TRAIN-THE-TRAINER PROGRAMS





Due Diligence

HUMAN RIGHTS COMPLIANCE OPINION LETTERS FOR DEAL CLOSINGS

LAW SOCIETY OF ENGLAND & WALES PROTOCOL ON LEGAL PROCUREMENT

MODEL CSR CODES OF CONDUCT COVERING SUPPLIER CONTRACTS —

SEE JAPAN FEDERATION OF BAR ASSOCIATIONS GUIDANCE ON HUMAN RIGHTS DUE DILIGENCE

ALSO AVAILABLE ARE QUESTIONNAIRES TO SUPPLIERS COVERING:

DIVERSITY • ENVIRONMENT • ANTI-BRIBERY • CHILD LABOR • HUMAN RIGHTS • HEALTH & SAFETY





WHERE MIGHT A LAW FIRM BE EXPOSED?



**HOW ABOUT A LAW FIRM'S OWN
SUPPLY CHAIN CONTACTS?**

**ARE THOSE CONTACTS ABOVE
REPROACH?**

HOW WOULD THEY BE VETTED?

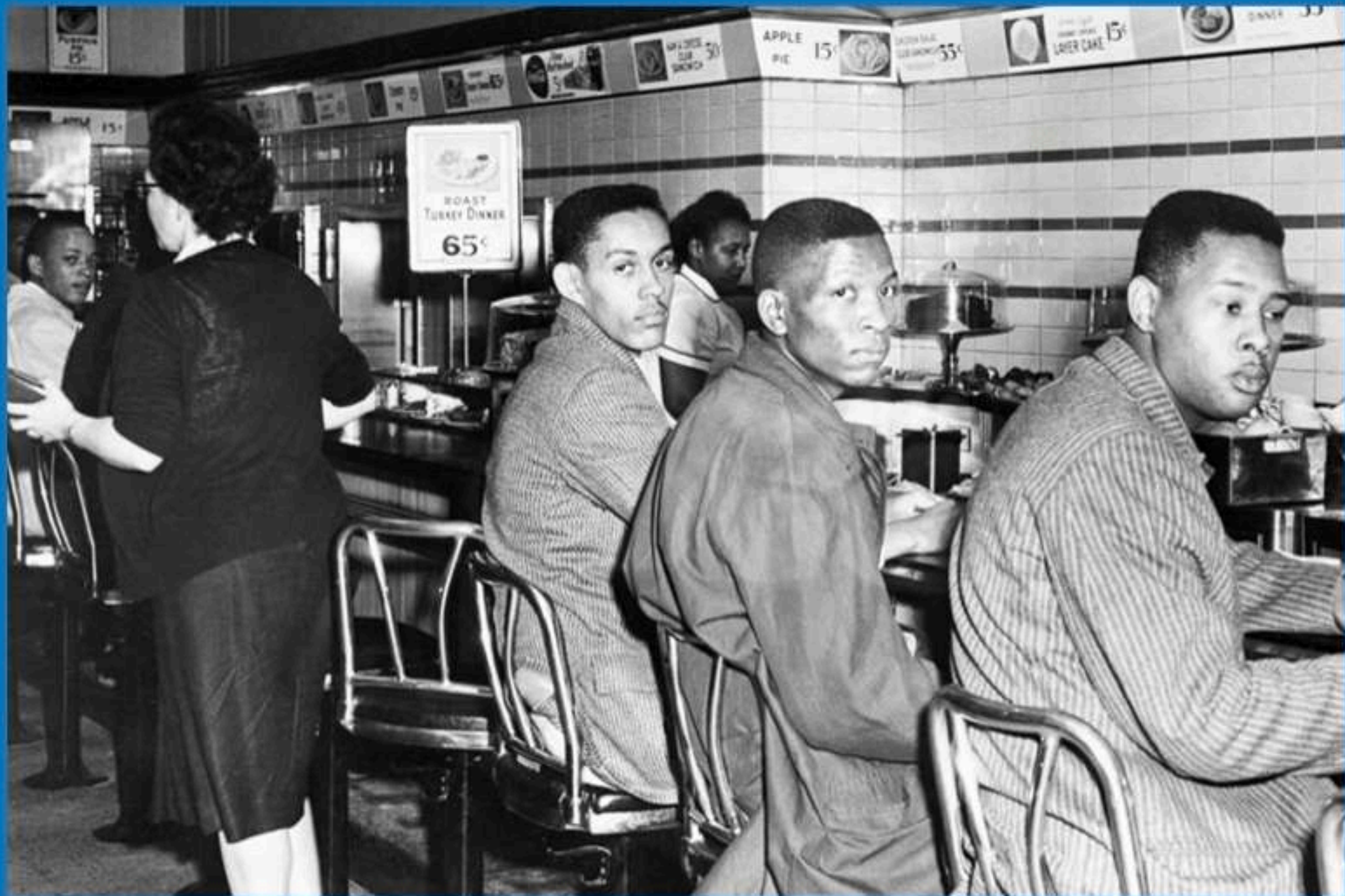






PLESSY VS. FERGUSON

On May 18, 1896, the Supreme Court ruled in the Plessy v. Ferguson law case that separate-but-equal facilities on trains were constitutional.





MEDGAR EVERS



Photograph of NAACP leaders Roy Wilkins and Medgar Evers being arrested for attempting to picket outside the Jackson Woolworth's, 1963. crmvet.org

June 12, 1963

MEDGAR EVERS MURDERED

*If a man boasts of loving God
while he hates his own brother,*

he is a Liar.

*He has seen his brother,
and has no love for him,
what love can he have for*

the God he has never seen?



1 July 4 201

Memorial Flyer for Medgar Evers, 1963, Rabbi David Ben-Ami Papers, USM

Emmett Till's Death Inspired a Movement



"Let the people see what they did to my boy," Mamie Till-Mobley declared as justification for ... [+] AP

1965

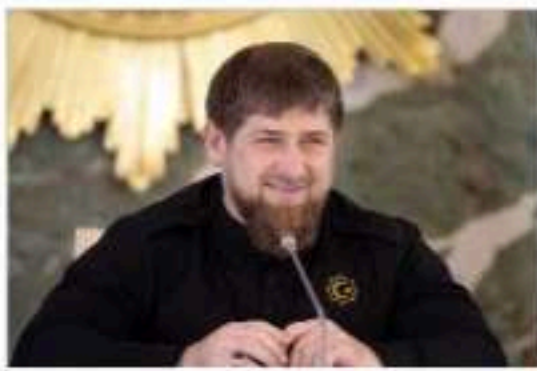
Malcolm X assassinated





NEWS
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Saudi Arabia reportedly sentences man to death for criticizing leaders

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AUG 28, 2023



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Saudi Arabian dissidents 'sexually assaulted and murdered' in prison

Vietnam Relied on Environmentalists to Secure Billions. Then It Jailed Them.

SOUTHEAST ASIA

ExxonMobil agrees out-of-court settlement in torture case in Indonesia



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EU parliament calls on Fifa to compensate families of migrant workers



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Activists stage silent protest at Cop27 against human rights abuses



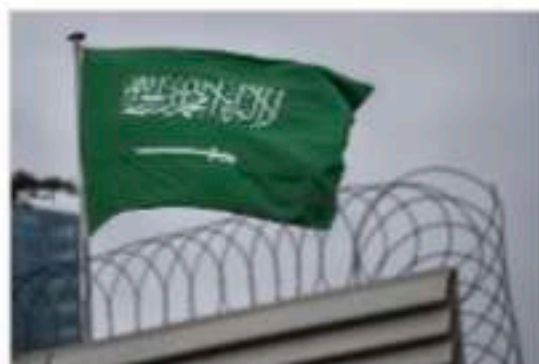
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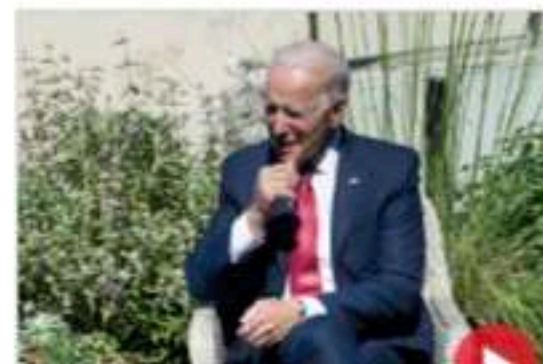
With Harsh Anti-L.G.B.T.Q. Law, Uganda Risks a Health Crisis



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Iran admits leaked videos of prison beatings are real



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UK POLITICS
Biden call to condemn China's human rights abuses threatens G7 divide



Turkey blocking investigations into civil rights abuses, group warns

HUMAN RIGHTS

JUSTICE

DEMOCRACY

LIBERTY

PROSPERITY

INALIENABLE RIGHTS

EQUALITY

PEACE

RULE OF LAW

HOPE

FREEDOM

UNIVERSAL
PEACE

DIGNITY





**THERE IS NO
SUCH THING
AS A **LESSER**
PERSON**



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