

Business & Human Rights  
Resource Centre

# Renewable Energy & Human Rights Benchmark

Key Findings from the  
Wind & Solar Sectors

# Foreword

## By Mary Robinson

Adjunct Professor for Climate Justice, Trinity College Dublin; Chair of The Elders; Former High Commissioner for Human Rights; Former President of Ireland.

For many, the reality of the existential crises our world faces hit home with COVID-19. As we respond to the immediate threat of the pandemic, governments and the business community must also address the climate crisis with the same urgency. We are at a point of no return. The decisions we make now to recover from this pandemic will shape our world for generations. We can either invest in a resilient recovery from the pandemic that also tackles climate change and builds a more just and equitable society, or we continue on a path towards climate disaster and a shattered global economy.

The climate crisis will not be averted without a rapid expansion of the renewable energy industry. However, a net-zero carbon future can and must go hand in hand with sustainable development, poverty reduction and reducing inequality. Putting people and their rights at the centre of the renewable energy business ensures we leave no one behind.

A narrow focus on short term return on investments regardless of the harm to people and the environment has led fossil fuel companies to lose legitimacy and social licence to operate. If the same happens to renewable energy companies, it will only slow our expansion to a net-zero carbon future. That's why we need clean energy that respects human rights. A transition that is fast, but also fair.

With this benchmark, the first of its kind, the Business & Human Rights Resource Centre, with its partners, is playing an important role in articulating what respect for human rights looks like in the renewable energy industry. They will

also use it to measure progress towards this goal in future years. The benchmark gives companies, investors, governments, and wider civil society key information they need to ensure the industry accelerates adoption of human rights best practice.

The results show there is a lot of work to be done. Low scores in high risk areas for the industry, like land rights and respect for the rights of indigenous peoples, are deeply concerning. And whilst companies perform better on embedding core elements of the UN Guiding Principles on Business & Human Rights (UN Guiding Principles), none meet these expectations sufficiently. However, there is a small but important leadership group in this benchmark; they deserve reward from investors and governments, and will attract the best talent to help them make further progress. Their leadership should also spur their peers.

Implementing proper respect for human rights in the renewable energy industry is not simple. It takes resources, commitment, and courage. But it is an imperative to the health of the sector, and a fast transition. As such, it is critical for all stakeholders to act on these results and drive improved performance.

Companies should rapidly embed human rights due diligence that properly responds to the significant risks the industry poses to people and the environment. Investors should set a clear expectation that companies' respect for human rights and meaningful engagement with communities is not optional, and they must challenge companies that are doing too little. Governments must bring in legislation that tackles the climate crisis and lifts the floor of corporate behaviour, while ensuring their own funding for clean energy and energy access considers human rights implications.

The response to COVID-19 has shown that governments and businesses are capable of radical change in the face of a serious threat. Pursuing climate actions that fully respect human rights must now be treated with the same vigour. This benchmark makes an important contribution to this effort.

# Foreword

By Steve Waygood

Chief Responsible Investment Officer, Aviva Investors

Left unchecked, climate change would be the greatest market failure of all time, with catastrophic impacts for people and planet. Swift action is in everyone's interest, including asset managers. Beyond the environmental damage we see across the globe, research by the Economist Intelligence Unit and sponsored by Aviva estimates the present value of assets at risk between now and 2100 could be as high as \$43 trillion. That represents 30 per cent of all manageable assets and, critically, people's savings and investments.

Yet, as we face this climate emergency, too little change is happening too slowly. Investors can – and will – play a central role in accelerating our transition to a low carbon future. Article 2.1c of the Paris Agreement recognises this, calling for “consistency of finance flows with a pathway towards low greenhouse gas emissions and climate-resilient development”.

A rapid expansion of the renewable energy industry is critical. This can happen in a way that accelerates progress towards the Sustainable Development Goals, but we also need investors to be good owners, ensuring the companies they are invested in deliver responsible human rights performance in addition to capturing profit. Failure to do so raises material risks, undermining progress toward the Paris Agreement and sustainable development.

In creating this benchmark, Business & Human Rights Resource Centre is providing a valuable public snapshot of the largest renewable energy companies' approaches to human rights. This acts as a guide for investors to ask companies vital questions about their human rights policies

and performance and, in-turn incorporate those considerations into informed investment decisions.

The benchmark assesses companies on high risk areas for renewable energy companies, including land rights, indigenous peoples' rights, and supply chain management. It deploys the Corporate Human Rights Benchmark's core indicators to evaluate how companies measure up to their responsibilities under the UN Guiding Principles on Business and Human Rights (UNGPs).

Investors now have the opportunity to use these results to engage more effectively with companies and set expectations for improvement. They can also incorporate these scores into their screenings of investments. Moreover, respect for human rights equally applies to investors – two have been included in the benchmark because of the size of their renewable energy holdings. All investors should be thinking about how they 'know and show' their respect for human rights.

Companies and investors play an instrumental role in accelerating the global transition to a low-carbon economy. We must play our part by ensuring that transition truly benefits all.



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# Executive Summary

Climate change is among the most important and complex issues our planet and its people have faced in centuries, and the COVID-19 pandemic has only reinforced the urgency and necessity of building economic systems that are both equitable and sustainable. The transition to a net-zero carbon economy is a human rights imperative for all people, but cannot come at the expense of the most vulnerable among us. This first global human rights benchmark of the largest wind and solar companies reveals that most lack the essential human rights policies to avoid abuse of communities and workers on which a just transition depends. The deployment and expansion of renewable energy technologies will play an integral role in reducing our collective carbon footprint, but can come at a cost for workers and communities if companies do not ensure respect for human rights in their operations and through their supply chains. The ambitious and necessary goal of achieving carbon neutrality by 2050 requires equally robust steps to ensure this transition is truly just.

Since 2010, Business & Human Rights Resource Centre has identified 197 allegations of human rights abuses related to renewable energy projects, and asked 127 companies to respond to these allegations. Abuse allegations include: killings, threats, and intimidation; land grabs; dangerous working conditions and poverty wages; and harm to indigenous peoples' lives and livelihoods. Allegations have been made in every region and across each of the five sub-sectors of renewable energy development: wind, solar, bioenergy, geothermal, and hydropower.<sup>1</sup> The region with the highest number of allegations is Latin America (121 allegations since 2010, 61% of allegations globally). Eight of the 16 companies ranked in this benchmark have allegations of human rights abuse linked to their renewable energy operations reported on our website.

This benchmark provides a comprehensive analysis of the human rights policies and practices of 16 of the largest publicly traded wind and solar energy companies in the world, based on Bloomberg's New Energy Finance Database. These companies represent over 130,000 Megawatts (MW) of wind and solar operating capacity.<sup>2</sup> This sampling represents a small fraction of global renewable energy producers, but provides important insight into the policies and practices of some of the most important and influential companies working in the sector. These companies are headquartered in nine countries and together have operations in every region. Two are investors with significant renewable energy holdings; the others develop and manage renewable energy projects directly. While many included do not directly manage projects, they are among the largest owners of renewables assets worldwide, which highlights the influence and responsibility of investors in ensuring respect for human rights in renewable energy projects. The fact that these two fall in the benchmark's lowest scoring bracket reinforces the importance of scrutinising the role of investors in this sector.<sup>3</sup> All those assessed set an example for others, and their policies and practices can have strong impacts (positive or negative) on industry-wide practice.

The benchmark was developed through a rigorous global consultation process involving more than 100 stakeholders, seven in-person workshops/meetings, and an online consultation process. The [methodology](#)

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1. See page 5 of our [methodology](#) document regarding the inclusion of hydropower in this list.

2. This pilot benchmark analyses only publicly-traded companies with the largest operating project capacity for wind and solar power, based on Bloomberg data, and does not include other forms of energy, or privately held companies in the Bloomberg dataset. Our analysis includes two investors – Blackrock and Brookfield – that are not project operators but are included in the Bloomberg database due to the volume of operating capacity they own. Some large oil and gas companies also have wind and solar divisions, however none of those companies were included in the Bloomberg database of the largest producers by project operating capacity. Companies were evaluated at the highest parent company level.

3. BlackRock provided the following [statement](#) in response to this benchmark.

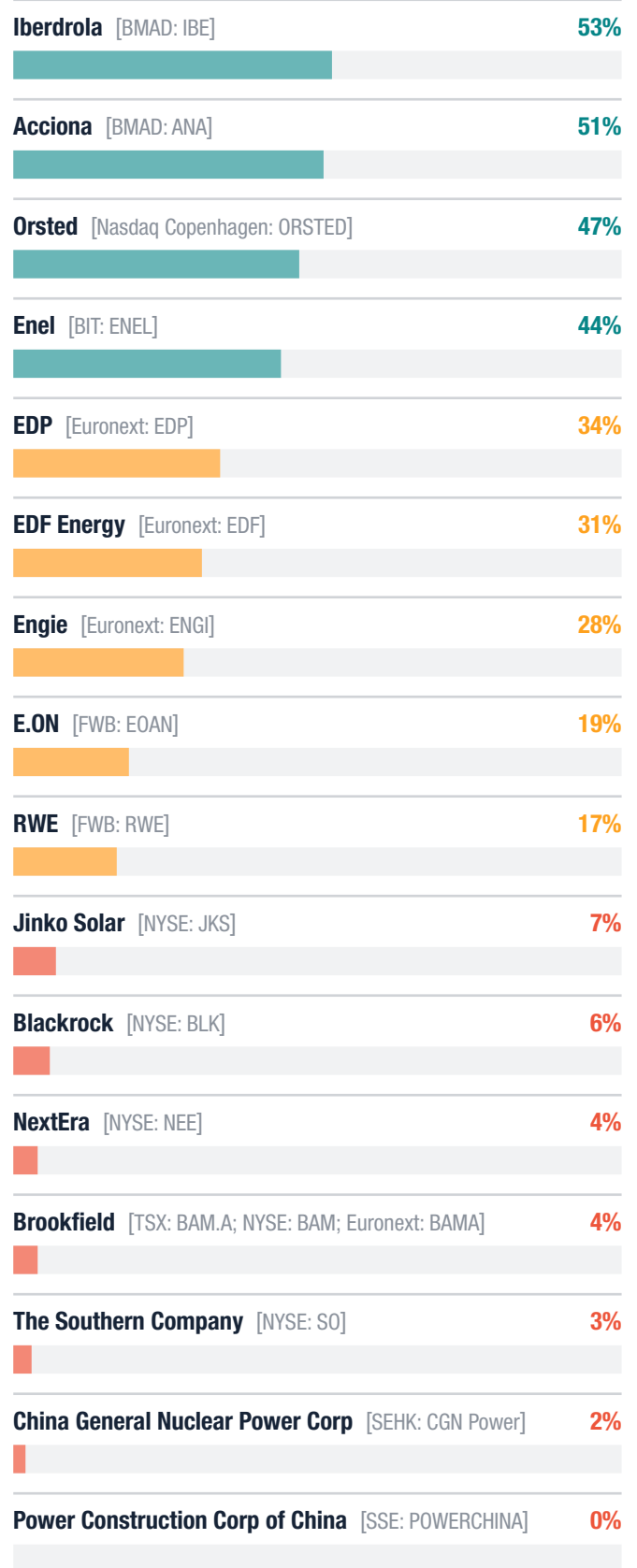
includes 13 core indicators developed, tried, and tested by the [Corporate Human Rights Benchmark](#) (CHRB) to measure companies' alignment with the United Nations Guiding Principles on Business & Human Rights (UN Guiding Principles). 19 sector-specific indicators were developed to assess salient human rights risks relevant to the renewable energy industry, including indigenous peoples' rights, labour rights, and land rights, based on international standards such as the ILO Core Conventions and OECD Guidelines.

The results of the benchmark suggest that none of the companies analysed are currently fully meeting their responsibility to respect human rights, as defined by the UN Guiding Principles.

Nearly half the companies benchmarked (7/16) scored below 10%, with three quarters (12/16) scoring below 40%. The average score was just 22%, indicating that, as a whole, the industry has a long way to go to demonstrate its respect for the human rights of communities and workers in their operations and supply chains. The lack of human rights policy strongly correlates with allegations of abuse. The widespread and egregious practice of land grabs, for example, is reflected in the fact that no companies scored points for having policies to respect land rights, to govern their process of land acquisition, or on just and fair relocation of residents.

The average score across the 13 core indicators – the indicators that represent the most basic human rights responsibilities of companies – was higher, at an average of 33%. Although this is a low score, it is on par with other high-risk industries ranked by the CHRB, such as apparel, agricultural products, extractives, and ICT manufacturing. As with those sectors, within the renewable energy there are leaders and laggards. Four companies – **Iberdrola**, **Acciona**, **Orsted**, and **Enel** – scored relatively high on these indicators (67-77%); three companies (**EDP**, **EDF Energy**, and **Engie**) formed a catch-up group scoring between 52-54%. Nine companies lagged behind, dragging down the sector average.

## Company Scores



It is imperative that the sector as a whole urgently adopt policies and practices to prevent, mitigate, and remediate the human rights harms emerging from the sector, and take steps now to ensure that the low-carbon transition is both fast and fair.

A complete data set of company scores and list of indicators can be found [here](#).

## Recommendations

### Renewable energy companies should:

#### Core human rights policies and processes:

- Adopt, embed, and effectively implement human rights policies in company operations in line with the UN Guiding Principles on Business and Human Rights and other international standards.
- In line with the UN Guiding Principles, identify, prevent, mitigate, and publicly account for the company's adverse human rights impacts through effective human rights due diligence.
- Collaborate with peers in the renewable energy industry and other companies with large renewable energy investments, as well as workers and communities, to rapidly adopt and improve human rights standards across the renewable energy sector.

#### Consultation & indigenous peoples' rights:

- Adopt specific policies to ensure respect for land rights of communities and rights of indigenous peoples' in areas of operation, including to secure free, prior, and informed consent (FPIC) of indigenous peoples with regard to project development.
- Regularly consult and engage with affected individuals and communities; ensure this consultation includes all stakeholders, including women.
- Explore shared ownership models with communities; and incorporate benefits-sharing with communities as a core component of projects, with priorities and activities being defined by the affected communities.

**Labour rights:** Adopt and implement strong labour rights policies in line with ILO Core Conventions, including on discrimination, child and forced labour, collective bargaining, and freedom of association.

**Supply chains:** Develop systems to identify and monitor supply chains for human rights risks and address impacts, and introduce this requirement in supplier contracts and business partner agreements.

**Human Rights Defenders:** Adopt policies to protect human rights defenders in areas of operation, and integrate human rights in security contracts consistent with the Voluntary Principles on Security and Human Rights.

**Grievance mechanisms and access to remedy:** Introduce effective grievance mechanisms in line with the UN Guiding Principles' effectiveness criteria, designed and monitored with communities and workers, and provide or enable effective remedy where abuses occur.

## Investors should:

- Ask renewable energy companies, asset managers, energy purchasers, and other relevant companies specific questions on human rights (see our [Investor Briefing](#) for examples) and follow up on any red flags.
- Encourage more meaningful engagement by companies with communities and workers, including asking whether:
  - Companies have clear policies and processes guaranteeing workers fundamental labour rights, including a living wage.
  - Companies have clear policies and processes to respect land rights, indigenous peoples' rights (including FPIC), and effective access to grievance mechanisms at the project level.
- Act as a conduit to the company for concerns raised by affected communities, workers, and civil society with regard to human rights-related impacts.
- Urge policy-makers to support a fast and fair transition, including strong human rights safeguards, in national energy policies and international policy frameworks. Urge a fast and fair transition as a central piece of a “build back better” approach to recovery from the COVID-19 pandemic.

## Host and Home Governments and International Financial Institutions should:

- Adopt and enforce human rights safeguards and standards in national energy policies and in programmes that support the development of renewable energy projects, including government and IFI programmes to promote energy access.
- Introduce mandatory reporting and due diligence requirements for companies on human rights, with advanced measures in conflict-affected areas, and strengthen national initiatives to monitor companies' human rights practices.
- Report on how actions to address climate are taking human rights impacts into considerations in Intended Nationally Determined Contributions (INDCs).
- Recognise rights of indigenous peoples to customary land; ratify ILO Convention 169 on indigenous peoples and ensure respect for right to free, prior and informed consent.
- Enhance access to both non-judicial and legal remedy when projects harm communities or workers.



# Analysis

Renewable energy is the cornerstone of the transition to a net zero carbon economy, and the renewable energy sector must succeed in order for us to address the threat that climate change represents. But rapid expansion of renewable energy shouldn't harm our communities and workers. These results indicate that companies are ill-prepared to prevent this, finding that:

- Nearly half the companies (7/16) scored below 10%, with three quarters (12/16) scoring below 40%.
- **Iberdrola** (53%), **Acciona** (51%), **Orsted** (47%) and **Enel** (44%) led the benchmark, showing progress in adopting appropriate human rights policies.
- Companies, on average, scored better on the subset of 13 core human rights due diligence indicators that represent their most basic human rights responsibilities, averaging 33%. This score, while low, is on par with other high-risk industries ranked by the Corporate Human Rights Benchmark, such as apparel, agricultural products, extractives, and ICT manufacturing.
- Companies scored particularly poorly on high risk issues frequently cited in allegations of abuse, scoring zero across the board on their commitments to respect land rights, a rights-respecting process for land acquisition, and a just and fair relocation policy.
- Companies scored well in some areas, including anti-corruption due diligence and health and safety disclosures. Most companies (13 of 16) have also adopted a commitment in principle to engage with stakeholders, although they have further to go in implementing this process.

As a whole, the industry still has significant progress to make in terms of implementing basic human rights due diligence obligations and responding to risks that are particularly relevant to the sector. The following sections outline key trends in company scoring for the core UN Guiding Principles indicators and the renewable energy sector-specific risk indicators.

## Core UN Guiding Principle Indicators (Themes A-C)

These indicators represent the core human rights approaches companies in any sector should take under the UN Guiding Principles. They come from the well-established methodology of the [Corporate Human Rights Benchmark](#)<sup>4</sup> and should be considered the “floor” of corporate respect for human rights. They are primarily policy and process indicators and cover the following themes:

**Theme A:** Governance and Policy Commitments

**Theme B:** Embedding Respect and Human Rights Due Diligence

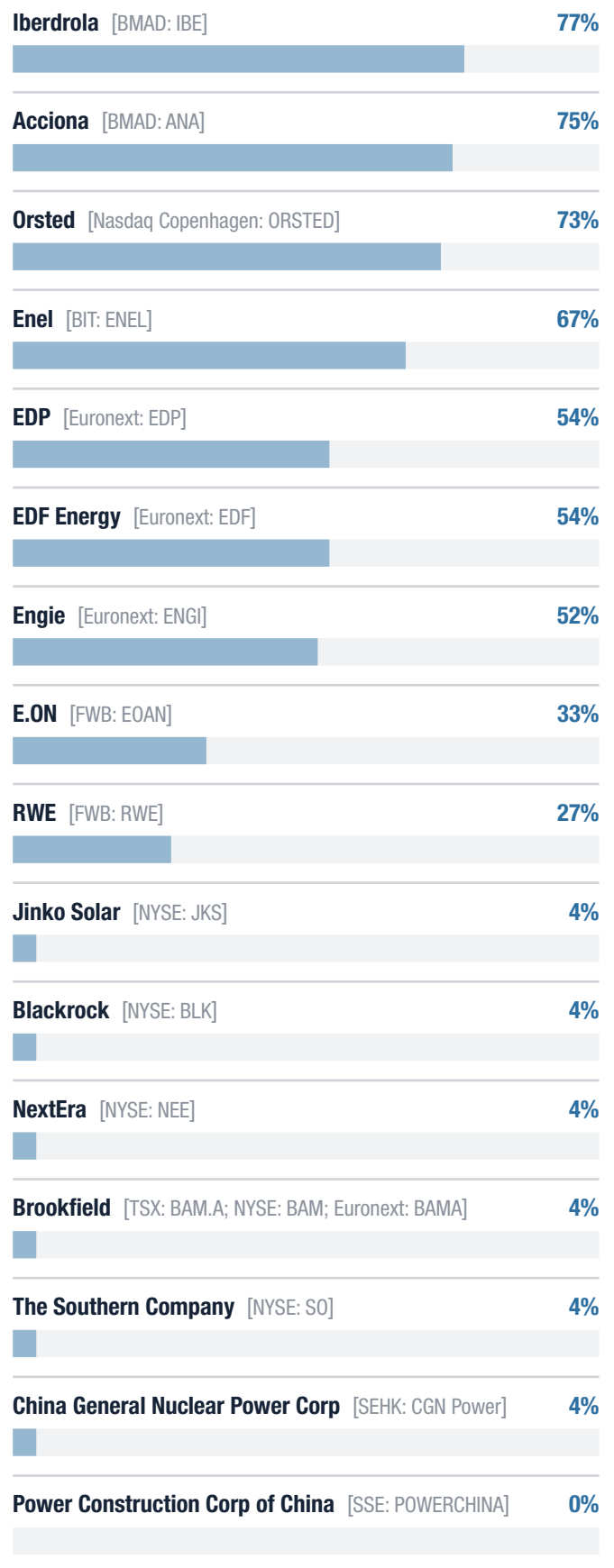
**Theme C:** Remedies and Grievance Mechanisms

On average, companies scored better on these indicators than on the renewable energy sector-specific indicators. 7 of 16 companies scored more than 50%, and the average company score was 33%, on par with the high-risk industries scored by the Corporate Human Rights Benchmark (apparel, agricultural products, extractives, and ICT manufacturing), which score an average of 31%. Still, like those companies ranked by the CHRB, such low scores suggest companies in this sector are also failing to maintain a comprehensive approach to human rights risk identification, mitigation, and remediation.

Every company scored zero on at least one of the 13 UN Guiding Principles core indicators, showing that none of them fully meet their basic human rights responsibilities. Seven companies scored just 1 or 0 points on this entire section.

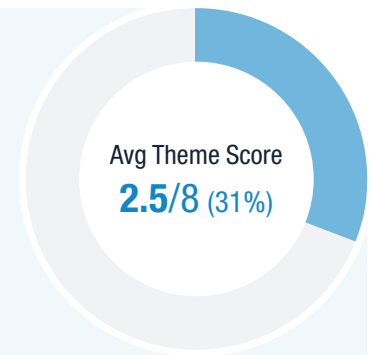
4. The CHRB is an initiative of investors (Aviva Investors, APG and Nordea), human rights organisations (the Business and Human Rights Resource Centre and the Institute for Human Rights and Business) and the Eiris Foundation, and is now part of the [World Benchmarking Alliance](#).

## Company Scores



## Theme A: Governance and Policy Commitments

These indicators assess the extent to which a company acknowledges its responsibility to respect human rights, and how it formally incorporates this into publicly available statements of policy.

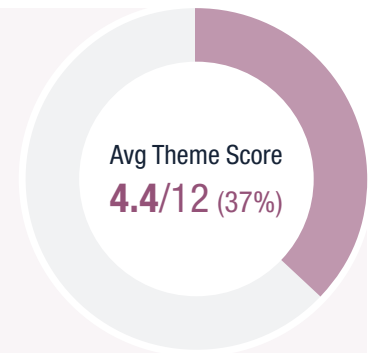


### Key Findings:

- A slim majority of companies (9 of 16) have a public commitment to human rights across all its activities; these same nine companies also commit to respect for basic international labour rights.
- Only four companies (**Acciona**, **Enel**, **Iberdrola**, and **Orsted**) specifically commit to implementing the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises. These four are also the highest scoring companies on the benchmark overall.
- Thirteen out of 16 companies receive credit for having a commitment to engage stakeholders but only one company, **Iberdrola**, received full credit for engaging stakeholders on the development of its approach to human rights.
- Three companies, **Blackrock**, **Power Construction Corp of China**, and **The Southern Company**, scored zero points on all indicators in this theme.
- **Acciona** is the only company with a public commitment to provide for or cooperate in access to remedy for affected individuals, workers, and communities where it identifies it has caused or contributed to adverse impacts.

## Theme B: Embedding Respect and Human Rights Due Diligence

**These indicators assess companies' human rights due diligence commitments, management systems, and processes.**

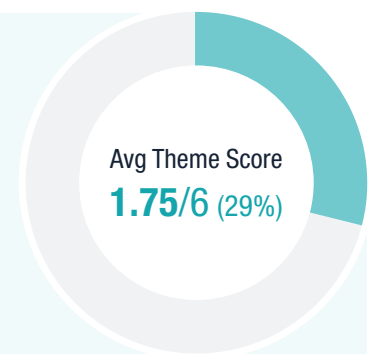


### Key Findings:

- We assessed five fundamental elements of effective human rights due diligence and embedding of respect of human rights in company operations.
- Half of the companies (8 of 16) (**Acciona, E.ON, EDF, EDP, Enel, Engie, Iberdrola, Orsted**) received at least partial credit for all five indicators in this theme, suggesting these companies are taking initial positive steps towards due diligence, but not yet meeting all requirements to make this due diligence effective. These eight companies are also the highest-scoring companies on the benchmark.
- In one of the clearest disparities in the benchmark, of the remaining eight companies, seven scored zero on all indicators in this theme, indicating they have taken no public steps to adopt human rights due diligence.

## Theme C: Remedies and Grievance Mechanisms

**These indicators assess the extent to which a company provides remedy in addressing actual adverse impacts on human rights.**



### Key Findings:

- Eleven companies received at least partial credit for having grievance mechanisms available to workers and/or external individuals, including communities; however nine of those companies lost points for failing to adopt a policy that ensures these mechanisms are available in all appropriate languages (only **Enel** and **Orsted** demonstrated this).

## Renewable Energy Sector-Specific Indicators (Themes D-K)

These six indicator themes address the most salient human rights risks in the renewable energy sector, based on our global and online consultations and the Resource Centre's own database of human rights allegations. Many of these salient risks are shared with other high-risk sectors with large land footprints, such as the extractive and agribusiness industries. However, the renewable energy sector appears to be lagging behind some of those industries in adopting policies and practices to prevent, mitigate, and remediate potential human rights harms. For example, although the solar and wind sectors are expected to generate significant demand for minerals needed for renewable energy technology, none of the 16 companies have plans in place to identify and mitigate risks in their mineral supply chains. Likewise none of the companies scored points for a policy commitment to respect land rights.

Additionally, indigenous peoples' rights, labour rights, and mitigating long term environmental impacts are among the most salient human rights impacts for the renewable energy industry, but the benchmark results reveal that only a handful of companies demonstrate any progress in addressing them, setting an alarming baseline for the industry.

These indicators were developed through a combination of seven global in-person consultations, individual interviews, and an online consultation period. More than 100 individuals participated in the consultation processes, representing civil society, indigenous peoples, affected communities, investors, renewable energy companies, and academics, among others.

### Company Scores

<b>Iberdrola</b> [BMAD: IBE]	29%
<b>Acciona</b> [BMAD: ANA]	26%
<b>Orsted</b> [Nasdaq Copenhagen: ORSTED]	21%
<b>Enel</b> [BIT: ENEL]	20%
<b>EDP</b> [Euronext: EDP]	15%
<b>Jinko Solar</b> [NYSE: JKS]	10%
<b>EDF Energy</b> [Euronext: EDF]	9%
<b>RWE</b> [FWB: RWE]	8%
<b>Blackrock</b> [NYSE: BLK]	8%
<b>Engie</b> [Euronext: ENGI]	5%
<b>E.ON</b> [FWB: EOAN]	5%
<b>NextEra</b> [NYSE: NEE]	4%
<b>Brookfield</b> [TSX: BAM.A; NYSE: BAM; Euronext: BAMA]	4%
<b>The Southern Company</b> [NYSE: SO]	1%
<b>China General Nuclear Power Corp</b> [SEHK: CGN Power]	0%
<b>Power Construction Corp of China</b> [SSE: POWERCHINA]	0%

An advisory group of experts in these fields also provided in-depth feedback on the indicators. The sector-specific indicators often complement policy and process indicators covered under the core UN Guiding Principles indicators with more specific practice and performance proxies. These indicators cover the following themes:

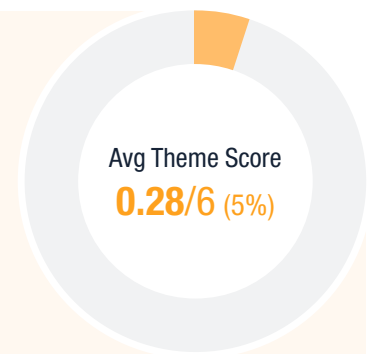
- **Theme D:** Indigenous Peoples' and Affected Communities' Rights
- **Theme E:** Land Rights
- **Theme F:** Security and High-Risk Contexts
- **Theme G:** Human Rights and Environmental Defenders
- **Theme H:** Labour, Health, and Safety
- **Theme I:** Right to a Healthy and Clean Environment
- **Theme J:** Transparency and Anti-Corruption
- **Theme K:** Equality and Inclusion

## Theme D: Indigenous Peoples' and Affected Communities' Rights

**These indicators assess companies' commitments to respect indigenous peoples' and affected communities' rights, in line with international standards, and their approaches to benefit sharing.**

### Key Findings:

- Only one company (**Iberdrola**) has a specific public commitment to respect indigenous peoples' rights in line with international standards (in this case ILO Convention 169 on Indigenous and Tribal Peoples). Seven other companies (**Acciona**, **E.ON**, **EDP**, **Enel**, **Engie**, **NextEra**, and **RWE**), make reference to indigenous peoples in policy statements, but none both acknowledge their rights and commit to abiding by international standards to protect those rights, severely limiting the effectiveness of those statements. Despite its policy commitment, Iberdrola has faced allegations that it has violated the rights of indigenous communities in projects in Mexico and Brazil. No company received credit for publicly disclosing its process for understanding who is an indigenous person and what constitutes customary, ancestry, or collective land, territories, and resources.
- Three companies (**Acciona**, **Enel**, and **Orsted**) received credit for their commitments to respecting affected communities' rights; Enel and Orsted also extend this requirement to their contractors, suppliers, and other business relationships.
- **Enel** is the only company with a public policy outlining its approach to benefits-sharing with affected communities.



## Theme E: Land Rights

**These indicators assess companies' approaches with respect to land rights, including identifying legitimate land tenure holders and implementing just and fair relocation policies.**

Avg Theme Score

**0/6 (0%)**

### Key Findings:

- Allegations of abuse of land rights are among the most frequently reported abuses in the renewable energy sector (not surprising given its large land footprint), yet none of the 16 companies scored any points in this theme.
- We assessed three areas with respect to land rights: whether companies commit to respect land rights in their own operations and with respect to business partners; whether companies disclose their processes for identifying legitimate tenure rights holders (and extends this disclosure requirement to their business partners); and whether the company follows IFC Performance Standard 5 with respect to using relocation only as a matter of last resort, and ensures Free, Prior, and Informed Consent where relocation is deemed necessary. No companies demonstrated they have adopted any of these policies.
- A handful of companies pointed to examples where they implemented the provisions of IFC Performance Standard 5, but could not point to a policy commitment to routinely respect these standards. **Engie** has a policy to ensure displaced persons give their free and informed consent, but do not commit to securing consent prior to relocation.

## Theme F: Security and High-Risk Contexts

**These indicators assess companies' efforts to assess and respond to the risks associated with operating in or sourcing from conflict-affected and high-risk areas, including the use of private security forces.**

Avg Theme Score

**0.28/6 (5%)**

### Key Findings:

- None of the 16 companies received credit for identifying and assessing human rights risks and impacts in its mineral supply chains, in line with the OECD Guidance on Responsible Mineral Sourcing.
- Enel, Engie, Iberdrola, and Orsted** received credit for acknowledging the particular risks associated with conflict-affected and high-risk areas, but only **Enel** and **Iberdrola** received credit for publicly describing the steps taken to assess and mitigate these risks.
- Only **Enel** received credit for a policy commitment to ensure its private security forces adhere to international standards, including the Voluntary Principles on Security and Human Rights.

## Theme G: Human Rights and Environmental Defenders

These indicators assess companies' commitment to respect the rights of human rights and environmental defenders, including non-retaliation.

### Key Findings:

- None of the 16 companies have commitments in place to respect the rights of human rights and environmental defenders, despite the fact that in 2019 renewable energy was the industry with the [fourth highest number of allegations of attacks on defenders](#).

Avg Theme Score

**0/2** (0%)

## Theme H: Labour, Health, and Safety

These indicators assess companies' policies and practices to address fundamental labour rights, including commitments to living wage, worker health and safety, and closing the gender wage gap.

### Key Findings:

- A majority of companies (13/16) received full or partial credit for disclosing relevant health and safety statistics.
- Blackrock** is the only company that commits to paying a living wage to its employees, though this does not cascade through its supply chains or investments.
- Iberdrola** and **EDP** are the only companies that report to have closed the gender wage gap, with **Acciona** also having set a timebound goal for closing this gap.

Avg Theme Score

**1.25/6** (21%)



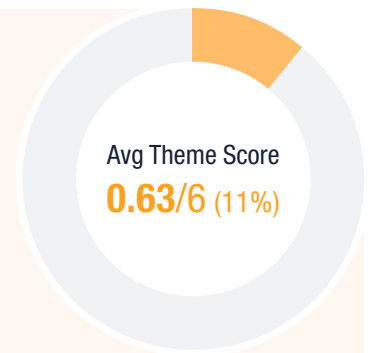
## Theme I: Right to a Healthy and Clean Environment

These indicators assess companies' environmental and climate commitments.

### Key Findings:

- Acciona** and **JinkoSolar** receive credit for having adopted 100% renewable energy portfolios,<sup>5</sup> while **Orsted** is the only other ranked company that has a timebound commitment to transition to 100% renewable energy.
- Acciona** and **Orsted** are the only companies that score points for conducting both environmental impact assessments and full life cycle assessments for all projects.

5. For the scope of this benchmark we evaluated companies at the highest parent company level. Some companies have subdivisions that are solely dedicated to renewables production but this does not qualify for credit in this indicator.

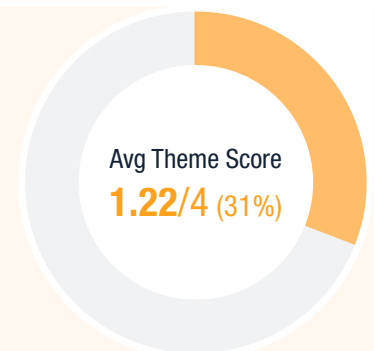


## Theme J: Transparency and Anti-Corruption

These indicators assess companies' policies and approaches to prevent corruption and bribery.

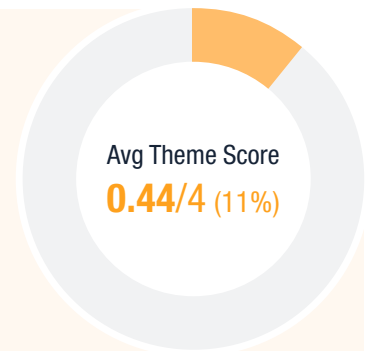
### Key Findings:

- A majority of companies (13/16) received credit for conducting anti-corruption due diligence and reporting, and four of those companies (**Acciona**, **EDF**, **EDP**, and **Orsted**) extend this expectation to relevant suppliers, contractors, subcontractors, and other business relationships.
- Acciona**, **Enel**, and **Iberdrola** received credit for providing some transparency around their payments made to governments, but no companies go further in reporting detailed information on beneficial ownership or payments made related to natural resources specifically.



## Theme K: Equality and Inclusion

These indicators assess companies' organization-wide commitments and initiatives to achieve gender balance and combat discrimination.



### Key Findings:

- None of the 16 companies received credit for committing to or having achieved gender balance at the executive level or across the company.
- Four companies (**Acciona**, **Blackrock**, **EDP**, and **Engie**) disclosed that they conduct equity training for employees, with **Acciona**, **EDP**, and **Engie** also incentivizing their suppliers to do the same.



# Methodology and Process Overview

The renewable energy and human rights benchmark methodology used in this analysis is the result of three years of research, analysis, and global consultations. It establishes the first set of indicators against which renewable energy companies' human rights policies and practices can be evaluated both on an individual company level and in comparison to their industry peers. The methodology consists of two main sections: core UN Guiding Principles indicators drawn from the Corporate Human Rights Benchmark (50% weighting) and renewable energy sector-specific indicators (50% weighting).

We held an online, public consultation process to finalise the methodology in late 2019. Each of the ranked companies was notified of their inclusion in the benchmark by December 2019.

Preliminary scores were delivered to companies in February 2020 along with an opportunity to submit additional materials or corrections.<sup>6</sup> All companies were offered the opportunity to participate in individual phone calls with the Business & Human Rights Resource Centre team to review the methodology and their preliminary scores; six companies requested and participated in such calls.

Scores were determined based on publicly available, English-language based information. Companies were notified of their final scores in early March 2020. Six companies did not respond to any of our outreach; it may not have been received or made it to the right team. This did not influence companies' scores.

The research and scoring phase concluded in March 2020, meaning any company policies or processes that may have been adopted or implemented after that date are not reflected in the final scores. An internal review process is available for companies that wish to further appeal their scores.

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6. The primary period of outreach and engagement occurred as the COVID-19 crisis hit its peak in China. Although we reached out on multiple occasions, it is possible that some Chinese companies in particular were unable or unwilling to engage as a result of this unprecedented upheaval.



## Business & Human Rights Resource Centre

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Business & Human Rights Resource Centre is an international NGO that tracks the human rights impacts (positive and negative) of over 9,500 companies in over 180 countries making information available on its eight-language website. We seek responses from companies when concerns are raised by civil society. The response rate is 75% globally.

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