



EUROPEAN UNION



6TH ASEAN-EU POLICY DIALOGUE ON HUMAN RIGHTS SIDE-EVENT

**ASEAN-EU Dialogue on Intensifying Actions,
Overcoming Barriers in Implementing Business and
Human Rights and Environment**

**16 October 2025,
Shangri-La Hotel, Kuala Lumpur, Malaysia**

PROGRAMME

**Hosted by the ASEAN Intergovernmental Commission on Human Rights (AICHR)
and supported by the Danish Institute for Human Rights (DIHR)**

**DANISH
INSTITUTE FOR
HUMAN RIGHTS**

Agenda

ASEAN-EU Dialogue on Intensifying Actions, Overcoming Barriers in Implementing Business and Human Rights and Environment in ASEAN and the EU

16 October 2025, Shangri-La Hotel, Kuala Lumpur, Malaysia

Time	Programme
09:00-09:15	Welcoming remarks - H.E. Edmund Bon Tai Soon, AICHR Chair and Representative of Malaysia to AICHR - H.E. Kajsa Ollongren, EU Special Representative for Human Rights Official group photo
09:15-10:15	Session 1: High Level Overview: Progress and Challenges in Implementing Business and Human Rights in ASEAN and the EU Moderator: H.E. Edmund Bon Tai Soon, AICHR Chair and Representative of Malaysia to AICHR Speakers - H.E. Kajsa Ollongren, EU Special Representative for Human Rights - Nareeluc Pairchaiyapoom, Ministry of Justice of Thailand (<i>online</i>) - Ratih Ananda Putri, Foundation for International Human Rights Reporting Standards (FIHRRST)
10:15-10:30	Coffee Break
10:30-11:45	Session 2: Mandatory Human Rights + Environment Due Diligence (mHREDD) Moderator: H.E. Eugene Tan, Representative of Singapore to AICHR Speakers - Antoine Ripoll, Minister Counsellor, EU Delegation to ASEAN - Daniel Morris, Danish Institute for Human Rights (DIHR) - Sumarni Laman, Replant World / Network of ASEAN Youth Forum - Frederic Wilson, Asia Indigenous Peoples Pact (AIPP) - Xabier Triana Gomez, Youth and Environment Europe (YEE)
11:45-13:00	Session 3: Stakeholder Engagement in Due Diligence Practices Moderator: H.E. Anita Ashvini Wahid, Representative of Indonesia to AICHR Speakers - Dr Pichamon Yeophantong, Chairperson of the UN Working Group on Business and Human Rights (<i>online</i>) - Beata Faracik, Polish Centre for Human Rights and Business - Christopher Patz, Independent BHR Specialist - Jeremia Humolong Prasetya, Indonesian Ocean Justice Initiative (IOJI) (<i>online</i>)
13:00-14:00	Lunch
14:00-15:30	Session 4: Implementing A Gender Lens in Business and Human Rights Moderator: H.E. Ambassador Nguyen Trung Thanh, Representative of Viet Nam to AICHR Speakers - YBhg. Datuk Mariati Robert, Commissioner, Human Rights Commission of Malaysia (SUHAKAM) - Dr. Amaryllis Tiglao-Torres, Representative (Women's Right), ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) - Zalily Mohd Zaman Khan, Group Procurement Officer and Chairperson of FGV's Committee on Gender Equality and Women Empowerment, FGV Holdings Berhad - Mattias Carlson, Programme Coordinator, Migration, Business and Human Rights, International Organization for Migration (IOM) Malaysia - Marian Kevin, ASEAN Youth Forum
15:30-15:45	Coffee Break
15:45-17:00	Session 5: Protection of Migrant Workers in Global Supply Chain Moderator: H.E. Bhanubhatra Jittiang, Representative of Thailand to AICHR Speakers - Dr Harris Gani, Ministry of Human Resources (MOHR) Malaysia and ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), Malaysia - Paul Buckley, ASEAN-Australia Counter Trafficking (ASEAN-ACT) - Daniel Awigra, Human Rights Working Group (HRWG) - Vuthy Horng, Central Cambodia
17:00-17:15	Briefing about Site Visit
17:15-17:30	Wrap Up Day 1

Session 1: High Level Overview: Progress and Challenges in Implementing Business and Human Rights and in ASEAN and the EU

Background

Unanimously endorsed by the United Nations (UN) Human Rights Council in 2011, the UN Guiding Principles on Business and Human Rights (UNGPs) provide that all businesses have a responsibility to respect internationally recognised human rights.ⁱ The UNGPs have been widely endorsed and embedded in other frameworks articulating responsible business conduct.ⁱⁱ The UNGPs indicate that States should consider a smart mix of measures – national and international, mandatory and voluntary – to foster business respect for human rights.ⁱⁱⁱ

As of August 2025, 39 States have adopted a first NAP and 11 have published a second NAP. Others are in the process of developing or updating or have committed to do so. In the European Union, the EU Action Plan on Human Rights and Democracy 2020–2027 supports the commitment to the UNGPs, urging its member states to adopt National Action Plans (NAPs). Currently, 15 out of 27 EU member states have implemented at least one NAP, with 5 countries having moved to a second plan. In ASEAN, Thailand, Indonesia, Vietnam, Malaysia adopted an inaugural NAPs, with Thailand already progressing to a second NAP (2023–2027).

MHRDD laws have a significant potential role to play as one component of a state's business and human rights regulatory framework and smart mix of measures (explored in more depth in Session 2).^{iv} Separately, or in parallel, non-financial reporting requirements have also been developed to implement elements of the UNGPs.

Objective of the session

Introduce the current policy and regulatory landscape in the ASEAN region and EU to ensure business respect for human rights, including NAPs, mandatory human rights due diligence laws, and non-financial reporting.

Moderator

- H.E. Edmund Bon Tai Soon, AICHR Chair and Representative of Malaysia to AICHR

Speakers

- H.E. Kajsa Ollongren, EU Special Representative for Human Rights
- Nareeluc Pairchaiyapoom, Ministry of Justice of Thailand (online)
- Ratih Ananda Putri, Foundation for International Human Rights Reporting Standards (FIHRRST)

Format

Introduction from moderator (5 minutes to present)

Presentation from each speaker (10 minutes each)

Reference material

- National Action Plans on Business and Human Rights
- Mandatory human rights due diligence laws: Key design features and practical considerations | The Danish Institute for Human Rights
- How do the pieces fit in the puzzle? Making sense of EU regulatory initiatives related to business and human rights | The Danish Institute for Human Rights
- ASEAN CSR & Business and Human Rights
- Business and Human Rights in Asia

Session 2: Mandatory Human Rights + Environment Due Diligence (mHREDD)

Background

The UN Guiding Principles on Business and Human Rights (UNGPs) detail that the State has an obligation to ensure an effective policy and regulatory environment to ensure business respect for human rights. The UNGPs indicate that States should consider a smart mix of measures – national and international, mandatory and voluntary – to foster business respect for human rights. Although not explicitly required by the UNGPs or other human rights instruments, mandatory human rights due diligence laws (MHRDD laws) have a significant potential role to play as one component of a state's business and human rights regulatory framework and smart mix of measures.

Inspired by the UNGPs and driven by global movements towards business accountability, there is a growing global trend of States developing MHRDD laws.^v In Europe, France became the first State to develop a MHRDD law with the adoption of the Duty of Vigilance Law (French Law) in 2017.^{vi} Germany and Norway have since developed their own MHRDD legislation,^{vii} and the EU Corporate Sustainability Due Diligence Directive (CSDDD) entered into force in 2024 (although the 2025 'omnibus' initiative may reduce the scope of the CSDDD).^{viii} Other States are in the process of developing, have committed to develop, or have popular initiatives to introduce their own MHRDD laws, including Austria, Belgium, Indonesia, the Netherlands, and Thailand.^{ix}

Objective of the session

Highlight the growing trend of Mandatory Human Rights + Environment Due Diligence

Explore different legislative approaches to due diligence

Moderator

- H.E. Eugene Tan, Representative of Singapore to AICHR

Speakers

- Antoine Ripoll, Minister Counsellor, EU Delegation to ASEAN
- Daniel Morris, Danish Institute for Human Rights (DIHR)
- Sumarni Laman, Replant World / Network of ASEAN Youth Forum
- Frederic Wilson, Asia Indigenous Peoples Pact (AIPP)
- Xabier Triana Gomez, Youth and Environment Europe (YEE)

Format

Introduction from moderator (5 minutes)

Presentation from each speaker (10 minutes each)

Questions (35 minutes)

Reference material

- Mandatory human rights due diligence laws: Key design features and practical considerations | The Danish Institute for Human Rights

Session 3 – Stakeholder Engagement in Due Diligence Practices

Background

The use of audits and certifications by social auditors, multistakeholder and industry initiatives, and other third parties in the due diligence process has become a prominent practice among companies seeking to implement their responsibilities under the UNGPs and navigate the emerging human rights due diligence (HRDD) regulatory landscape.

Certification is a tool for companies to demonstrate that they abide by certain animal welfare, environmental, food safety, social and human rights standards. Certification can make the company and its products more attractive to buyers and consumers. At the same time, it has limits to its effectiveness and can be costly and burdensome on businesses. Questions arise on who should bear the cost of audits and who should build the capacity of suppliers to undertake and/or meet auditing standards. Audit fatigue may also arise, especially for rightsholders and key stakeholders who may be approached by those conducting audits to voluntarily contribute their time.

The mandatory HRDD landscape is helping drive growth in a private industry of actors that support companies' due diligence efforts. While these initiatives can enhance a company's due diligence efforts where services are responsibly provided by qualified and impartial experts, their expansion becomes problematic when the human rights-based approach is no longer the core guiding framework.

Objective of the session

Explore the role of third-party audits and other relevant stakeholders in implementing and monitoring corporate due diligence in practice in supply chains in the ASEAN region.

Highlight some of the opportunities and limitations of third-party audits and certifications

Moderator

- H.E. Anita Ashvini Wahid, Representative of Indonesia to AICHR

Speakers

- Dr Pichamon Yeophantong, Chairperson of the UN Working Group on Business and Human Rights (*online*)
- Beata Faracik, Polish Centre for Human Rights and Business
- Christopher Patz, Independent BHR Specialist
- Jeremia Humolong Prasetya, Indian Ocean Justice Initiative (IOJI)

Format

Introduction from moderator (5 minutes)

Presentation from each speaker (10 minutes each)

Questions (20 minutes)

Reference material

- Social auditing and certification in the salmon industry: a human rights analysis | The Danish Institute for Human Rights (page 12-13)
- A Piece, Not a Proxy | Stichting Onderzoek Multinationale Ondernemingen (SOMO)
- Beyond social auditing – Key considerations for mandating effective due diligence | Business and Human Rights Resource Centre

Session 4 – Implementing A Gender Lens in Business and Human Rights

Background

Gender equality and non-discrimination are fundamental human rights principles, yet women, girls, and LGBTI persons continue to face disproportionate impacts from business activities, ranging from low pay and unsafe working conditions to barriers in accessing remedy. Although the UN Guiding Principles on Business and Human Rights (UNGPs) make specific references to gender, gender issues and women's rights have historically received insufficient attention in business and human rights (BHR) frameworks.^x

To address these gaps, the UN Working Group on Business and Human Rights launched a gender-focused initiative which culminated in a 2019 report to the UN Human Rights Council, proposing a three-part framework for States and businesses to integrate gender considerations into their implementation of the UNGPs: gender-responsive assessment, gender-transformative measures, and gender-transformative remedies.^{xi}

While this framework sets a valuable direction, its practical integration into national and regional strategies remains uneven. Within ASEAN, gender is rarely addressed substantively in BHR discussions, and National Action Plans often lack meaningful gender analysis. The European Union has supported stronger gender integration in BHR frameworks globally, including through its cooperation with ASEAN, yet persistent gaps remain in translating such support into concrete, gender-responsive implementation at the regional level.^{xii}

Objectives of the session

Highlight the risks women and LGBTI+ people face at the workplace and related to business activities

Explore key initiatives to implement gender-responsive due diligence and opportunities and challenges in doing so

Moderator

- H.E. Ambassador Nguyen Trung Thanh, Representative of Viet Nam to AICHR

Speakers

- YBhg. Datuk Mariati Robert, Commissioner, Human Rights Commission of Malaysia (SUHAKAM)
- Dr. Amaryllis Tiglao-Torres, Representative (Women's Right), ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC)
- Zalily Mohd Zaman Khan, Group Procurement Officer and Chairperson of FGV's Committee on Gender Equality and Women Empowerment, FGV Holdings Berhad
- Mattias Carlson, Programme Coordinator, Migration, Business and Human Rights, International Organization for Migration (IOM) Malaysia
- Marian Kevin, ASEAN Youth Forum

Format

Introduction from moderator (5 minutes)

Presentation from each speaker (10 minutes each)

Questions (25 minutes)

Reference material

- Gender Dimensions of the Guiding Principles on Business and Human Rights | United Nations Development Programme
- Gender lens to the UNGPs | OHCHR
- Gender & women's rights - National Action Plans on Business and Human Rights

Session 5 – Protection of Migrant Workers in Global Supply Chain

Background

Migrant workers form a significant segment of the global labour force, accounting for 4.7 per cent of the labour force in 2022, according to the latest report by the International Labour Organization (ILO).^{xiii} In ASEAN, cross-border migration is shaped by both intra-regional flows and outward migration, with millions of Southeast Asians working in agriculture, construction, domestic work, manufacturing, and fisheries across Asia and Europe. Many face heightened risks due to informality, poor recruitment practices, and limited legal protections. Gender-based vulnerabilities are especially pronounced, with women migrant workers overrepresented in low-paid and insecure sectors such as domestic and garment work, often exposed to harassment and violence with limited access to remedies.^{xiv}

The EU, through its external action instruments, has increasingly prioritised migrant workers' rights within global supply chains, including in its engagement with ASEAN. A notable initiative is the 12 million USD *Migration, Business and Human Rights (MBHR)* programme launched in February 2024 by the International Organization for Migration (IOM), EU, and Sweden, which promotes fair recruitment and decent working conditions for migrant workers in Cambodia, Indonesia, Malaysia, the Philippines, Thailand, and Vietnam.^{xv}

While the UN Guiding Principles on Business and Human Rights (UNGPs) urge both states and businesses to consider the particular risks faced by migrant workers, these issues remain under-addressed in many National Action Plans on Business and Human Rights. Strengthening protections for migrant workers requires integrated, cross-border responses, National Human Rights Institutions (NHRIs), and alignment with frameworks such as the SDGs and ILO conventions.^{xvi}

Moderator

- H.E. Bhanubhatra Jittiang, Representative of Thailand to AICHR

Speakers

- Dr Harris Gani, Ministry of Human Resources (MOHR) Malaysia and ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), Malaysia
- Paul Buckley, ASEAN-Australia Counter Trafficking (ASEAN-ACT)
- Daniel Awigra, Human Rights Working Group (HRWG)
- Vuthy Horng, Central Cambodia

Format

Introduction from moderator (5 minutes)

Presentation from each speaker (10 minutes each)

Questions (10 minutes)

Reference material

- International migrants are vital force in the global labour market | International Labour Organisation
- A Very Beautiful but Heavy Jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia | ILO and UN Women
- IOM, EU, Sweden Launch Drive to Protect Migrant Worker Rights in Asia
- Migrant workers - National Action Plans on Business and Human Rights | Danish Institute for Human Rights

References

- i. UN Office of the United Nations High Commissioner for Human Rights, Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework, UN Doc. HR/PUB/11/04 (2011)
- ii. See, for example, OECD, “Guidelines for Multinational Enterprises” (2023); OECD, “Due Diligence Guidance for Responsible Business Conduct” (2018)
- iii. UNGP 3, Commentary
- iv. Para más información sobre características de diseño y consideraciones prácticas para desarrollar leyes de debida diligencia obligatoria en derechos humanos, véase: Danish Institute for Human Rights. ‘Mandatory human rights due diligence laws: Key design features and practical considerations’ (Julio 2025).
- v. Business and Human Rights Resource Centre, Mandatory Due Diligence (last accessed 17 July 2025)
- vi. Business and Human Rights Resource Centre, France's Law on the Corporate Duty of Vigilance: A Practical and Multidimensional Analysis in English (28 March 2018)
- vii. Act on Corporate Due Diligence Obligations in Supply Chains of July 16 2021; The Norwegian Consumer Authority, The Transparency Act, updated 1 November 2024
- viii. Directive (EU) 2024/1760 of the European Parliament and of the Council of 13 June 2024 on corporate sustainability due diligence and amending Directive (EU) 2019/1937 and Regulation (EU) 2023/2859. On 26 February 2025, the Commission finally published its Omnibus I proposal, an initiative aiming to review and amend the contents and implementation timelines of the CSDDD and other instruments: European Commission, “Omnibus I” (2025)
- ix. For developments in Latin America, see DIHR, A smart mix of measures on business and human rights in Latin America (2025); ECCJ, Evidence for mandatory Human Rights Due Diligence legislation (September 2020); Tempo, What is the Presidential Regulation on Human Rights Due Diligence that Requires Companies to Implement Human Rights Principles (6 June 2025); DIHR, “Human Rights Due Diligence - Kenya”, Globalnaps; Walk Free, Thailand to introduce mandatory supply chain due diligence law” (13 March 2025); KNTC Watch, Asia's First Corporate Human Rights and Environmental Due Diligence Bill Reintroduced in South Korea (13 June 2025).
- x. UN Office of the United Nations High Commissioner for Human Rights, Gender lens to the UNGPs (last accessed 11 August 2025).
- xi. United Nations Development Programme (UNDP) and the United Nations Working Group on Business and Human Rights, Gender Dimensions of the Guiding Principles on Business and Human Rights (22 November 2019).
- xii. Danish Institute for Human Rights, Gender & women's rights - National Action Plans on Business and Human Rights (last accessed 12 August 2025).
- xiii. International Labour Organisation (ILO), International migrants are vital force in the global labour market (16 December 2022).
- xiv. ILO and UN Women, A Very Beautiful but Heavy Jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia (2022).
- xv. Reliefweb, IOM, EU, Sweden Launch Drive to Protect Migrant Worker Rights in Asia (21 February 2024).
- xvi. Danish Institute for Human Rights, Migrant Workers - National Action Plans on Business and Human Rights (last accessed 13 August 2025).