ESG and sustainability reporting

Human Rights and Due Diligence (CSDDD)

One day to understand European due diligence and what your customers expect of you: mapping of risks of adverse human rights and environmental impacts, prevention and remediation measures, grievance mechanism, monitoring and evidence. The UN Guiding Principles and Directive (EU) 2024/1760 provide the framework; the exercises work on your activities, your suppliers and the requests already received.

Duration : 1 day

Objectives

1. Explain the sources of due diligence: UN Guiding Principles, OECD guidelines, Directive (EU) 2024/1760 (CSDDD)
2. Identify who is directly in scope and why Moroccan suppliers are concerned through their customers
3. Map the risks of severe adverse human rights and environmental impacts in your activities and your supply chain
4. Apply the due diligence steps: identification, prevention, remediation, grievance, monitoring, communication
5. Prepare the evidence file expected by your customers

Programme

Day 1 — morning

• Human rights in business: child labour, forced labour, freedom of association, health and safety, community rights

• From the voluntary framework to the European text: UN Guiding Principles, OECD, CSDDD

• CSDDD: scope limited to the very largest groups, phased application, obligations passed on to partners by contract

• Neighbouring texts invoked by customers: forced labour, deforestation, CBAM

Day 1 — afternoon (workshop)

• Risk mapping: countries, sectors, raw materials, subcontracting, temporary workforce

• Prevention and remediation measures, contractual clauses, action plans with suppliers, grievance mechanism

• Workshop: risk map of your supply chain and table of contents of the evidence file

• Knowledge test and validation of priority risks

Teaching methods

• Analysis of the due diligence requests actually received from your customers: questionnaires, clauses, codes of conduct

• Risk mapping carried out on your suppliers and your purchases

• Case studies on frequent adverse impacts in industry, agri-food and logistics

• Bilingual French / English materials to work on the clauses and questionnaires of foreign customers

• Final test on the due diligence steps

Assessment and documents

Knowledge test at the end of the day, follow-up evaluation at D+1. Numbered training certificate, verifiable online, for each participant; training report and risk map from the workshop handed to the company.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

To prepare a social audit requested by a customer, see "Social Audit: SMETA and amfori BSCI". The European ban on products made with forced labour is covered in the half-day "Regulation (EU) 2024/3015 on Forced Labour: Customer Requirements".

Practical information

Duration	1 day
Audience	Management, purchasing, CSR, legal, compliance, export
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Is a Moroccan company subject to the CSDDD?

Directly, very rarely: the directive targets the largest companies of the Union and certain third-country companies with high turnover in the Union. Moroccan suppliers are concerned indirectly: their customers in scope must identify and address the risks in their chain of activities and pass requests on to them.

What can a customer ask of us under due diligence?

Most often: adherence to its code of conduct, contractual clauses, a self-assessment questionnaire, evidence on working conditions and sometimes an audit. The course helps distinguish what stems from the customer's legal obligation and what stems from its purchasing policy.

What is the difference from the social audit course?

A social audit checks the working conditions of a site on a given date. Due diligence is a continuous process that also covers the environment and your own suppliers. The two courses complement each other.