

Executive
Training Course

Business and Human Rights: Tools for Responsible Management

STARTING NOVEMBER 2025 | ONLINE - BLENDED FORMAT

In light of increasingly stringent European regulations—from France’s *Loi de Vigilance* to the recent EU *Corporate Sustainability Due Diligence Directive* (CSDDD)—companies are now expected to integrate respect for human and environmental rights into their core strategies. The executive course “*Business and Human Rights: Tools for Responsible Management*”, organized by the University of

Pisa, responds to this urgent need by offering specialized, multidisciplinary training on the legal frameworks, tools, and best practices for responsible corporate management. It is a unique opportunity for companies and professionals aiming to proactively prepare for the evolving landscape of sustainability and mandatory due diligence.



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Why this programme?

- **Cutting-edge curriculum** built around four core modules: regulatory frameworks, impact assessment, reporting & communication, and responsible business strategies.
- **Strong legal and practical grounding** in European and international human rights and environmental due diligence laws, including the new EU CSDDD, France's *Loi de Vigilance*, and Germany's *Lieferkettensorgfaltspflichtengesetz*.
- **Hands-on tools and methodologies** to assess human rights risks, conduct impact assessments, and design effective stakeholder consultation and remedy mechanisms.
- **Flexible online format** over 8 weekends (21 hours), with live sessions and a final blended in-person workshop to fit the schedules of busy professionals.
- **Engagement with leading experts and practitioners**, supported by the University of Pisa and the Rebalance Observatory's partner Source International.
- **Practical, action-oriented learning**, culminating in a final assessment and the award of a recognized Open Badge certification.
- **Real-world applications** through case studies, best practice examples, and opportunities to create tailored solutions to sustainability and human rights challenges in your sector.

What you will gain

- **Adopt a proactive mindset** to address current and future sustainability and human rights challenges by designing responsible business strategies and due diligence frameworks aligned with international standards.
- **Translate evolving regulatory landscapes**—including EU and national policies—into actionable corporate practices, staying ahead of legal and reputational risks.
- **Connect your organisation's operations** to key human rights and environmental dimensions, and network with high-level professionals active in the business and human rights field.
- **Identify critical gaps and opportunities for change** and craft an action plan to guide effective sustainability and human rights efforts within your industry or value chain.
- **Recognized credits:** The course awards 2 ECTS credits.

Programme Highlights



Live guest speaker sessions with business and human rights experts, offering insights into real-world corporate practices, stakeholder expectations, and emerging industry trends.



Interactive group discussions and mentoring, guided by academic and practitioner facilitators, to support learning goals and foster peer exchange.



Experiential learning approach, including case studies and applied exercises, to test your understanding of due diligence tools and deepen decision-making capabilities.

Participant profile

The “Business and Human Rights: tools for Responsible Management” Executive Training Course is primarily designed for:

- **Business owners, C-suite leaders, managers, policymakers,** and other decision-makers looking to embed human rights and environmental due diligence at the core of their organizational strategy.
- **Executives and project managers** aiming to deepen their understanding business and human rights frameworks in order to transition into leadership roles with purpose.
- **Heads of business units, departments, or country offices** seeking to navigate and respond effectively to human rights-related risks, legal obligations, and strategic opportunities.

Participants are required to

- Have a bachelor degree. Given the interdisciplinary nature of the topic, the course is open to all degree classes and does not require a specific degree class for admission. The course is in English. B2 level or above is recommended.

Programme structure

The course will be delivered *online* via the Microsoft Teams platform, in English. A final in-person session [3 hours] will take place at a location of the University of Pisa (a blended option will be provided for participants unable to attend in person).

Program Structure and Participation Details

8 (non-consecutive) weekends

Held on Friday afternoons and/or Saturday mornings for a total of 21 hours, plus a final in-person session (3 hours) at a University of Pisa location (with a blended option available)

- **Attendance Requirement:**
At least 80% of the total scheduled hours
- **Minimum Number of Participants:** 6
- **Fees:** € 2,500
- **Scientific Coordinator:** Prof. Elisa Giuliani
- **Teaching Tutor:** Dr. Verdiana Morreale



Course content

The course is designed to help participants understand the interaction between business and human rights, including both the positive and negative impacts of corporate activities. It is structured into four thematic modules.

MODULE 1: Regulatory Framework

[3 hours]

This module will provide managers with foundational knowledge on business and human rights, and will examine key regulatory developments in this field. It will trace the evolution of major normative initiatives, beginning with the United Nations (UN) Draft Norms of the 1990s, through to the 2011 UN Guiding Principles on Business and Human Rights (UNGPs), later incorporated

into the OECD Guidelines for Multinational Enterprises. The module will also review recent binding legislation adopted in several European countries, including France's 2017 *Loi de Vigilance* and Germany's 2023 *Lieferkettensorgfaltspflichtengesetz* (Supply Chain Due Diligence Act). Finally, it will present the core pillars of the 2024 EU Corporate Sustainability Due Diligence Directive (CSDDD).

MODULE 2: Impact Assessments and Decision-Making Processes

[12 hours]

This module addresses the integration of human rights into business operations. This process includes impact assessments, identification of relevant rights, and the development of prevention and risk mitigation plans within due diligence, as outlined by the CSDDD, while also addressing ethical dilemmas and trade-offs between economic objectives and human rights protection. Measuring impacts, including environmental ones, is an integral part of this process.

This module will be divided into three themes:

2a. Impact Assessment [6 hours]

This unit offers training on how to identify human rights relevant to business operations, conduct Human Rights Impact Assessments (HRIA), and integrate environmental protection into this process. It includes

the use of practical tools for assessing human rights and environmental impacts, both within and beyond the company.

2b. Stakeholder Consultation and Remedy [4 hours]

This unit provides training on methods for consulting communities and stakeholders who may be affected by human rights abuses linked to corporate activities. It also covers the design and implementation of appropriate remedy mechanisms.

2c. Best Practices [2 hours]

This unit presents examples of good practices in impact assessment, stakeholder consultation, and remedy processes.

MODULE 3: Reporting and Communication

[3 hours]

This module focuses on communication and reporting in the context of human rights and environmental due diligence. It explores how to structure a due diligence report that effectively identifies human rights risks and

outlines appropriate mitigation measures. The module will also examine best practices for communicating human rights due diligence policies to both internal and external stakeholders in a clear and impactful manner.

MODULE 4: Responsible Business

[3 hours]

This instructional module introduces examples of responsible business models that integrate respect for human rights and the environment into corporate strategy. Through a practical approach, participants will explore tools and methodologies for implementing

a responsible business model aligned with international regulations and stakeholder expectations. The module will include case studies of companies that have adopted innovative and sustainable strategies.

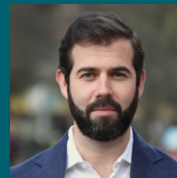
Faculty

The course will feature a distinguished blend of **leading academics** and **seasoned practitioners** with extensive experience in the field. This unique combination ensures a rich dialogue between theory and practice, offering participants cutting-edge insights into Business and Human Rights.

Lecturers



Claire Bright, Associate Prof. at NOVA Law School, leads the NOVA BHRE Centre. Expert in sustainable governance, due diligence, and BHR, she advises EU bodies and international organizations.



Théo Jaekel, lawyer in business & human rights, has 15+ yrs' experience with multinationals, NGOs & academia. Expert in due diligence, governance & legal risk in high-risk contexts.



Eve Tessera is a lawyer (Paris & Verona Bars) and CEDR-accredited mediator. With 18+ years in Business & Human Rights, she advises on due diligence, social/environmental responsibility, and inclusive governance in complex contexts.



Federico Mento, anthropologist, Director of Ashoka Italy. Formerly led Human Foundation and Social Value Italy. Expert in social innovation and impact, board member of SVI and Aimpact.

Course Convenors



Elisa Giuliani, Professor of Management at the University of Pisa. With over 12 years of research experience

in quantifying corporate human rights impacts, she is recognized in the Stanford/Elsevier Top 2% Scientist Ranking.



Flaviano Bianchini is the founder and director of Source International. Environmentalist

and MA in Human Rights he has 20 years of experience in human rights violations and health impacts of industries worldwide.



Verdiana Morreale, PhD in Sustainable Development and Climate Change, MA in Human Rights

and Conflict Management. Jurist and Research Fellow at University of Pisa in Business and Human Rights.

How to apply

Interested applicants should contact the course convenors at info@rebalanceproject.org, to receive full instructions and guidance on the application process. Applications will be reviewed on a rolling basis until 6 November 2025.

The course starts on the 7th November.

To apply, you will need:

- An updated CV
- A valid ID
- Proof of full payment of the fees

Payment must be made through the Italian PagoPA system. Further information will be provided via e-mail.



The Rebalance Observatory, developed as part of the Horizon Europe Rebalance Project, is a knowledge and action hub dedicated to exploring the relationship between **democracy and capitalism**. It provides evidence-based research, resources, and insights to support efforts aimed at rebalancing these systems for a more equitable and sustainable future.

The Observatory offers a wide range of articles, **policy briefings**, and **events** targeted at decision-makers in government, business, civil society, and academia. It also makes available **open-access data** and **learning tools** to empower independent research and practical action. A key objective of the Rebalance Observatory is to train current and future generations of managers and policymakers to transform business models in a way that enhances respect for human rights and the environment, without compromising competitiveness.

rebalanceproject.org

source

Source International is a non-profit organization that supports communities around the world in defending their environmental and human rights. Through a unique blend of **scientific research**, **legal expertise**, and **grassroots collaboration**, Source International helps affected populations gather credible evidence, hold polluters accountable, and advocate for justice.

Working in over 40 countries, the organization empowers local communities—especially those impacted by extractive industries—with the tools and knowledge needed to fight environmental degradation and promote sustainable development. Source International also engages in **capacity-building**, **advocacy**, and **education**, combining fieldwork with international campaigning to drive systemic change.

source-international.org



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