



Executive
Training Course

Business and Human Rights: Tools for Responsible Management

STARTING OCTOBER 2026 | ONLINE - BLENDED FORMAT

In light of the evolving European regulatory landscape—from France’s Loi de Vigilance to the Corporate Sustainability Due Diligence Directive and the recent EU Omnibus Package—companies are increasingly required to embed human rights and environmental due diligence into their core operations.

The executive course *Business and Human Rights: Tools for Responsible Management*, offered by the University of Pisa in collaboration with Source International, responds

to this shift with a strongly practice-oriented approach. Unlike many programs focused on ESG reporting, this course emphasizes concrete tools for identifying, preventing, and addressing real-world impacts across value chains.

This practical focus makes it a unique opportunity for professionals and companies seeking to move beyond compliance and develop actionable due diligence capabilities.



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Why this programme?

- **Cutting-edge curriculum** built around four core modules: regulatory frameworks, real-world impact assessment, hands-on due diligence practice, 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** 21 hours, with live sessions and a final blended in-person work-shop 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 will take place at a location of the University of Pisa (a blended option will be provided for participants unable to attend in person).

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.

Program Structure and Participation Details

Held on Friday afternoons and/or Saturday mornings for a total of 21 hours, plus a final in-person session 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. Preferential fees are available to support participants with disabilities and those joining from developing countries, in line with our commitment to accessibility, inclusion, and global engagement.
- **Scientific Coordinator:** Prof. Elisa Giuliani
- **Teaching Tutors:** Dr. Verdiana Morreale, Dr. Elena Assenza



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: Human Rights Due Diligence in Practice

[12 hours]

This module addresses the integration of human rights into business operations and decision-making, through human rights due diligence (HRDD). This process includes identifying and assessing potential and actual impacts, taking action through prevention and mitigation, tracking performance of actions taken and setting targets, communicating outcomes and remediating actual impacts. This module is based on HRDD as outlined in the UNGPs, and will show how HRDD in international standards is reflected in new and emerging mandatory HRDD legal requirements (including the CSDDD). The module will also cover practical challenges and dilemmas companies may face in implementation of HRDD, and how company business models may relate to human rights risks. Throughout this model, good practice and examples of implementation by companies in a wide range of sectors will be discussed. This module will be divided into four themes:

2a. Embedding HRDD into company governance structures and business models [2 hours]

This unit offers training on how HRDD needs to be embedded into company policies, processes and decision-making, by establishing governance structures, reviewing business models and integrating HRDD into relevant management systems. It includes practical considerations for successful integration of HRDD into key functions and ways of working.

2b. Assessing risks and taking action [4 hours]

This unit offers training on how to identify, assess and take action on potential and actual human rights impacts relevant to business operations, how to 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.

2c. Tracking performance, setting targets and communicating outcomes [2 hours]

This unit provides training on how to track performance of actions taken as part of HRDD, in order to evaluate if such actions have led to the desired outcomes, and how to continuously improve HRDD measures. This unit will also cover setting targets related to human rights performance, and how to apply a theory of change. Lastly, the unit will provide an overview of how HRDD relates to disclosure and communicating results.

2d. Stakeholder Engagement and Remedy [4 hours]

This unit provides training on how to integrate meaningful stakeholder engagement in all stages of HRDD, practical considerations and challenges, as well as hands-on methods for consulting communities and stakeholders who may be affected by human rights abuses linked to corporate activities. It also covers the concept of remediation, as part of HRDD, and the design and implementation of appropriate remedy mechanisms.

MODULE 3: Human Rights in Practice: Community and Victim Perspectives

[3 hours]

This module centers the perspectives and lived experiences of affected communities and rights-holders, examining how business activities are encountered on the ground. Drawing on real-world cases from Europe and fragile contexts, it explores what meaningful stakeholder engagement looks like from the viewpoint of those most impacted, including barriers to participation, risks of conflict, and challenges in accessing remedy. The course emphasizes strengthening community capacities and

co-creating transdisciplinary tools that enable more equitable engagement in international projects. It highlights inclusive, multi-stakeholder approaches to conflict prevention, grounded in continuous, independent monitoring and the creation of safe and credible spaces for dialogue. Participants also engage with practical strategies to improve access to remedy, focusing on responsiveness to victims' needs through case studies and applied exercises.

MODULE 4: Responsible Business

[3 hours]

This module introduces practical examples of responsible business models that integrate respect for human rights and the environment into corporate strategy. A 3-hour lecture is delivered in the format of a roundtable panel with business leaders in responsible business and

leading academics. This is complemented by additional interactive sessions, where participants are invited to actively contribute and engage in discussion. The module is enriched by case studies of innovative and sustainable business practices.

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+ years' 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.

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 from IUSS Pavia & University of Pisa, MA in Human Rights and Conflict Management from Sant'Anna School of Advanced Studies. Jurist and Research Fellow at University of Pisa.

Elena Assenza

PhD in International and EU Law from Bocconi University and MA in Human Rights Law from the University of Oslo. Research Fellow at the University of Pisa.

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 20 September 2026.

The course begins on 9 October 2026. The full schedule is available upon request at info@rebalanceproject.org

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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CONTACT US:

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Customized Training Courses on Request:

We can also organize tailor-made training courses, in Italian or English, upon request from companies, business associations, trade unions or other organizations seeking customized training on these topics, provided a minimum of six participants is reached.