

Abstract from:  
**Tricia Tarrant**  
International Conference

"Fair Globalization – Safe Workplace –  
Policies, Strategies and Practices for Sustainable Development"  
**24.-26. October 2005, Düsseldorf, Germany**  
**Messe und Kongresszentrum**

*Session 2: 25 Oct. 2005; 14:45-15:00*

***Respecting Human and Labour Rights in a Global Corporation***

**SPEAKER:**

Tricia Tarrant

**FUNCTION:**

Global Employee Relations Manager, Shell International Ltd

**ABSTRACT:**

Royal Dutch Shell plc is a global group of energy and petrochemicals companies, operating in more than 140 countries and employing more than 112,000 people.

Meeting society's energy needs in the future will increasingly mean partnering with national governments of non-OECD countries. Our licence to operate depends on complying with all applicable laws and regulations of the countries in which we have a presence, and this is enshrined in our business principles – but we also support a number of international codes relating to human and labour rights. What do we do when these come into conflict?

The starting point is our Business Principles. In her presentation, Tricia Tarrant will highlight key aspects and describe how we Live By Our Principles through Group wide education, training and assurance processes.

She will use a variety of examples to illustrate the practical challenges of respecting human and labour rights in a global environment:

- Conflicts between the provisions of the Sarbanes-Oxley Act and individual privacy rights
- Tensions between Shell's Diversity & Inclusiveness Standard and discriminatory national laws
- Employment opportunities in a global workforce
- A global perspective on freedom of association
- Conflicting rights – safeguarding the security of employees when local communities protest their human rights

She will conclude by saying that successfully respecting human and labour rights requires continuous attention, using best endeavours to surface and resolve conflicts and dilemmas where possible, through dialogue with our stakeholders.