



Prioritized application of the CHRB Methodology

July 2025

Introduction

In October 2024, the Corporate Human Rights Benchmark (CHRB) published its [2026 Methodology](#). For the upcoming research period and launch in January 2026, WBA will implement a limited application of this methodology which is designed to focus on high-impact indicators that continue to drive meaningful change.

This prioritisation builds on insights from the [2024 CHRB Trends Report](#) to ensure continued tracking of meaningful progress. The limited application of the methodology also aligns with stakeholder priorities, particularly those of investors, while enabling efficiency in company engagement by leveraging overlaps with the [2026 Social Benchmark Methodology](#) which all companies will be assessed against. Additionally, the focus will reflect the growing interest in supply chain mapping, procurement and purchasing practices, and the effectiveness of corrective actions, to respond to stakeholder demand and focus on impact. While the assessment is narrower than previous years, it is a strategic and temporary adaptation to current operational realities.

The elements companies are assessed on for the 2026 CHRB, along with the sectoral applicability, are listed in a table at the end of this document.

Scope of the benchmark

The CHRB focuses on sectors considered to be high-risk for negative human rights impacts. The sectors currently included in the benchmark are food and agricultural products, apparel, extractives, ICT manufacturing and automotive manufacturing.

For the 2026 benchmark, we selected 105 companies from those previously assessed in the CHRB based on their performance relative to sectoral peers. Consequently, the CHRB will focus on companies that are more advanced in their human rights journey. Focusing on these companies enables us to create a road map for better human rights practices. This scope of 105 companies has not changed as a result of the limited application of the methodology.

Measurement areas and approach to scoring

The total available score in the CHRB is 100 and is divided across five measurement areas: policy commitments, board-level accountability, embedding respect for human rights, human rights due diligence, and remedies and grievance mechanisms.

Since several measurement areas will not be applied in the 2026 CHRB, the weights of the remaining five measurement areas have been adjusted and reflected in the table below.

MEASUREMENT AREAS	ASSIGNED WEIGHT	NUMBER OF INDICATORS	WEIGHT PER INDICATOR
A. Policy commitments	8%	4	2%
B. Board-level accountability	8%	3	2.7%



C. Embedding respect for human rights in company culture and management systems	25%	7	3.6%
D. Human rights due diligence	25%	5	5%
E. Remedies and grievance mechanisms	34%	4	8.5%

Each measurement area is broken down into multiple indicators, which consist of between one and five elements. For each element, companies may simply score 0 (Unmet) or 1 (Met). Each element is scored independently with no interdependencies between elements.

All indicators within a measurement area have the same weighting, as do all elements within an indicator. The weight of elements under each indicator depends on their number: since all indicators within each measurement area carry the same weight, elements under each indicator are weighted proportionally to their number to ensure the maximum score achievable in each indicator is 1. For example, if an indicator has two elements, each element carries a weight of 0.5. Similarly, if an indicator has five elements, each element carries a weight of 0.2. The score achieved by companies in each indicator is calculated as the sum of all scores of individual elements under that indicator divided by the number of elements within the indicator. Scores are normalised on a 0-100 scale at both the measurement area and total score levels.

When an element is not applicable, weights are redistributed proportionally to the remaining number of applicable elements in the indicator. Similarly, when an indicator is non-applicable, weights are redistributed proportionally to the remaining number of applicable indicators within a measurement area. Most of the sector-specific elements will not be applied for the 2026 CHRB. However, elements specific to business relationships and the supply chain are not applicable to extractives companies.

This scoring approach is unchanged for the 2026 CHRB. For more information on scoring, please consult [WBA's scoring approach](#) and the [2026 CHRB Methodology](#).



2026 Application of the CHRB Methodology

MEASUREMENT AREA A: POLICY COMMITMENTS (8%)				
Indicator code	Indicator	Element code	Element description	Sector applicability
A01	Commitment to respect human rights	A01.A	The company has a publicly available policy statement committing it to respect human rights.	All
A02	Commitment to respect the human rights of workers	A02.A	The company has a publicly available policy statement committing it to respect the human rights that the ILO has declared to be fundamental rights at work.	All
		A02.B	The company has a publicly available policy statement that expects its business relationships to commit to respecting the human rights that the ILO has declared to be fundamental rights at work.	
A03	Commitment to respect working hours	A03.A	The company has a publicly available policy statement committing it to respect the ILO convention on working hours or stating that workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime.	All
		A03.B	The company has a publicly available policy statement that expects its business relationships to commit to respecting the ILO conventions on working hours or shall not require workers to work more than 48 hours in a regular work week or 60 hours including overtime.	
		A03.C	The company has a publicly available policy statement stating that all overtime work must be consensual and paid at a premium rate.	
A08	Commitment to remedy	A08.A	The company has a publicly available policy statement committing it to remedy the adverse impacts on individuals, workers and communities that it has caused or contributed to.	All
		A08.B	The company expects its business relationships to commit to the right to remedy.	
MEASUREMENT AREA B: BOARD-LEVEL ACCOUNTABILITY (8%)				
B01	Commitment from the top	B01.A	The company indicates that a board member or board committee is tasked with specific governance oversight of respect for human rights.	All
		B01.B	The company describes the human rights expertise of the board member or board committee tasked with that governance oversight.	
B02	Board responsibility	B02.A	The company describes the processes it has in place to discuss and regularly review its human rights strategy, policy or management processes at board level.	All



B04	Business model, strategy and risks	B04.A	The company discloses its assessment of whether and how actual and potential adverse human rights impacts originate from or are related to the company's strategy and business model.	All
MEASUREMENT AREA C. EMBEDDING RESPECT FOR HUMAN RIGHTS IN COMPANY CULTURE AND MANAGEMENT SYSTEMS (25%)				
C01	Responsibility and resources for day-to-day human rights functions	C01.A	The company indicates the senior manager role(s) accountable for implementation and decision-making regarding human rights issues within the company.	All
		C01.B	The company describes how it assigns responsibility for implementing its human rights policy commitment(s) for the day-to-day management across relevant departments.	
		C01.C	The company describes how it allocates resources and expertise for the day-to-day management of relevant human rights issues within its own operations.	
		C01.D	The company describes how it allocates resources and expertise for the day-to-day management of relevant human rights issues within its supply chain.	
C02	Incentives and performance management	C02.A	The company indicates that it has an incentive or performance management scheme linked to its human rights policy commitment(s) for at least one senior manager.	All
		C02.B	The company's incentive or performance management scheme covers at least one of the key sector risks that the company considers salient.	
		C02.C	The criteria linking the senior manager(s)' remuneration to the company's human rights performance is made public.	
C04	Communication/dissemination of policy commitment(s)	C04.A	The company describes how it communicates its policy commitment(s) to all its workers, including in local languages where necessary.	All
		C04.B	The company describes how it communicates its policy commitments to affected stakeholders, including local communities and other groups.	
		C04.C	The company describes the steps it takes to communicate its human rights policy down its supply chain itself, or the company demonstrates that it requires its business relationships to do so.	
		C04.D	The company describes how its human rights policy commitments are reflected within contractual or other binding arrangements with its business relationships.	
		C04.E	The company demonstrates that it requires its business relationships to cascade the contractual or other binding requirements down their supply chain.	
C05	Training on human rights	C05.A	The company describes how its workers are trained on its human rights policy commitment(s).	All



		C05.B	The company describes how relevant managers and workers in key functions receive specific human rights training relevant to their role.	
		C05.C	The company describes the training it provides to business relationships to help them meet its human rights policy commitment(s).	
C07	Engaging and terminating business relationships	C07.A	The company describes how human rights performance is taken into account in the identification and selection of potential business relationships, including suppliers.	AG, AP, ICT, Auto
		C07.B	The company describes how human rights performance is taken into account in decisions to renew, expand or terminate business relationships, including with suppliers	
		C07.C	The company describes the specific incentives (e.g. price premiums, increased orders or longer contracts) offered to business relationships, including suppliers, for meeting the company's requirements.	
		C07.D	The company describes how it supports business relationships, including suppliers, in meeting the company's requirements.	
C08	Aligning purchasing decisions with human rights	C08.A	The company describes the practices it adopts to avoid price or short notice requirements or other business considerations undermining human rights.	AG, AP, ICT, Auto
		C08.B	The company describes the practices it adopts to pay suppliers in line with agreed timeframe(s) and for the amount(s) agreed in the payment terms.	
		C08.C	The company commits to implement responsible purchasing practices in contractual or other binding arrangements with its suppliers.	
		C08.D	The company reviews its own operations to mitigate negative impacts of its purchasing practices in planning, merchandising and costing.	
C09	Mapping and disclosing the supply chain	C09.A	The company indicates that it identifies its suppliers, including direct and indirect suppliers. This needs to include the product source (e.g. farm, fishery, ranch, production facility etc.).	AG, AP, ICT, Auto
		C09.B	The company discloses the names and specific locations of the direct and indirect suppliers who make up the most significant parts of its supply chain and explains how it has defined what are the most significant parts of its supply chain.	
MEASUREMENT AREA D: HUMAN RIGHTS DUE DILIGENCE (25%)				
D01	Identifying human rights risks and impacts	D01.A	The company describes the process(es) it has in place to identify its human rights risks and impacts in specific locations or activities, covering its own operations.	All
		D01.B	The company describes the process(es) it has in place to identify its human rights risks and impacts through relevant business relationships, including its supply chain.	



		D01.C	The company describes how it involves affected stakeholders and internal or independent external human rights experts in its human rights risks and impact identification process(es).	
		D01.D	The company describes how its risk and impact identification process(es) are triggered by new country operations, new business relationships, new human rights challenges or conflict affecting particular locations.	
D02	Assessing human rights risks and impacts	D02.A	The company describes the process(es) it has in place to assess its human rights risks and impacts and discloses what it considers to be its salient human rights issues, covering its own operations.	All
		D02.B	The company describes the process(es) it has in place to assess its human rights risks and impacts in its supply chain.	
		D02.C	The company publicly discloses the results of its human rights risks and impact assessments, which may be aggregated across its operations and locations.	
		D02.D	The company describes how it involves affected stakeholders in its human rights risks and impact assessment process(es).	
D03	Integrating and acting on human rights risks and impact assessments	D03.A	The company describes the process(es) it has in place to prevent, mitigate or remediate its salient human rights issues in its own operations.	All
		D03.B	The company describes the process(es) it has in place to prevent, mitigate or remediate its salient human rights issues in its supply chain.	
		D03.C	The company provides an example of the specific actions taken or to be taken on at least one of its salient human rights issues as a result of assessment process(es) in at least one of its activities/operations in the last three years.	
		D03.D	The company describes how it involves affected stakeholders in decisions about the actions to take in response to its salient human rights issues.	
D04	Tracking the effectiveness of actions to respond to human rights risks and impacts	D04.A	The company describes the process(es) it has in place to track or monitor the actions taken in response to human rights issues and for evaluating whether the actions have been effective.	All
		D04.B	The company provides an example of the lessons learned while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process(es).	
		D04.C	The company describes how it involves affected stakeholders in evaluation(s) of whether the actions taken have been effective.	
D05	Communicating on human rights impacts	D05.A	The company provides an example demonstrating how it communicates with affected stakeholders regarding specific human rights issues raised by the stakeholders or on their behalf.	All



		D05.B	The company describes any challenge(s) to effective communication with affected stakeholders it has identified in its human rights due diligence process and how it is working to address them.	
MEASUREMENT AREA E: REMEDIES AND GRIEVANCE MECHANISMS (34%)				
E01	Grievance mechanism(s) for workers	E01.A	The company indicates that it has one or more mechanism(s), or participates in a third-party or shared mechanism, accessible to all workers to raise complaints or concerns related to the company.	All
		E01.B	The company describes how it ensures the mechanism(s) is available in all appropriate languages and that workers are aware of it (e.g. specific communication(s)/ training).	
E02	Grievance mechanism(s) for external individuals and communities	E02.A	The company indicates that it has one or more mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company, or those acting on their behalf, to raise complaints or concerns.	All
		E02.B	The company describes how it ensures the mechanism(s) is available in local languages and that all affected external stakeholders at its own operations are aware of it (e.g. specific communication(s)/ training).	
E04	Procedures related to the grievance mechanism(s) are equitable, publicly available and explained	E04.A	The company describes the procedures for managing complaints or concerns, including timescales for addressing complaints or concerns and for informing complainants.	All
		E04.B	The company describes the technical, financial or advisory support available to complainants to enable equal access to and participation in the grievance process.	
		E04.C	The company explains the type(s) of outcome(s) complainants can expect from use of the grievance mechanism(s).	
		E04.D	The company also describes how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third-party adjudicators or mediators to challenge the process or outcome.	
E07	Remedying adverse impacts	E07.A	For adverse human rights impacts which it has caused or to which it has contributed, the company describes the approach it took to provide or enable a timely remedy for victims or, if no adverse impacts have been identified, the company describes the approach it would take to provide or enable timely remedy for victims.	All
		E07.B	For adverse human rights impacts which it has caused or to which it has contributed, the company	All



			also describes changes to systems, processes and practices to prevent similar adverse impacts in the future or, if no adverse impacts have been identified, the process it would take to review and change systems, processes or practices to prevent similar adverse impacts in the future.	
		E07.C	The company describes its approach to monitoring implementation of the agreed remedy.	

