

### Phase 1: Business scoping

#### Step 1.3: Business partner mapping

Which people and units in your company should be involved in the assessment?

Consider which units and positions in your tourism company could provide information that is relevant for your planned human rights impact assessment (HRIA). This includes information on internal processes or external trends, customer feedback and business partner expectations. Make sure to also include internal decision-makers and functions that might be important for the implementation of potential follow-up measures.

The organizational structure of your tourism company strongly influences which colleagues and business units are relevant for the HRIA.

Colleagues or units who may be important include:

- high-level decision makers (e.g. boards and high-level management),
- those in charge of compliance (e.g. legal, compliance, human resources),
- those making decisions about new business relationships (e.g. procurement, supply chain management),
- those in charge of responsible business conduct (e.g. corporate responsibility, sustainability), and
- those responsible for communication, sales and marketing of products and services (e.g. corporate communication, sales, marketing).<sup>1</sup>

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<sup>1</sup> OECD (2018): Due Diligence Guidance for Responsible Business Conduct, <http://mneguidelines.oecd.org/OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf>, p. 57.