

# ILLUSTRATIVE REGISTER OF POSSIBLE VIOLATIONS OF THE OECD GUIDELINES

BY MULTINATIONAL ENTERPRISE ENTITIES

ECONOMIC  
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**OECD**

## POTENTIAL DISCLOSURE VIOLATIONS

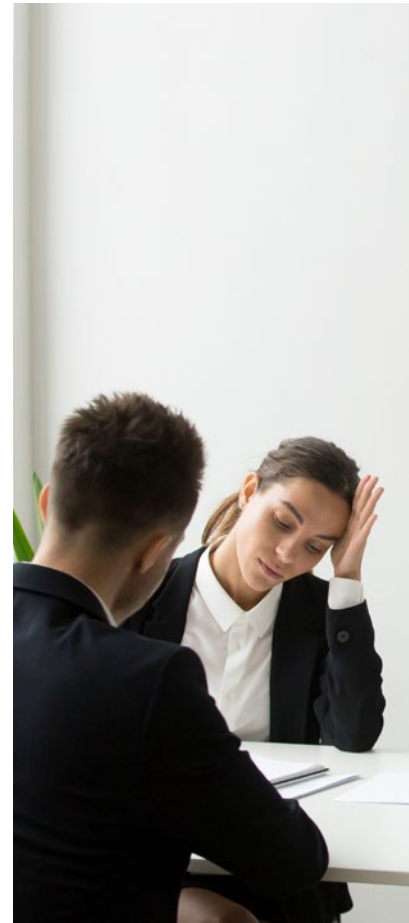
- **Failure to disclose material information about the entity's financial and operating results, the entity's objectives,** principal shareholding and voting rights, remuneration policies for board members and key executives, as

well as information about board members, related party transactions, foreseeable risk factors, issues concerning workers and other relevant stakeholders, governance structures and policies.

An illustrative register of possible violations of the OECD Guidelines by entities of multinational enterprises has been prepared by the National Contact Point of Kazakhstan. This register has been prepared for informational purposes and is not an official OECD publication.

## POSSIBLE HUMAN RIGHTS VIOLATIONS

- **Discrimination in pay for work of equal or equivalent value.**
- **Discrimination based on gender, ethnic, religious,** political and other aspects.
- **Failure to identify and properly engage with Indigenous Peoples** where they are present and potentially affected by the activities of the enterprise.
- **Gender based violence or harassment,** including sexual harassment.
- **Engaging in reprisals against civil society and human rights defenders who document,** speak or otherwise make claims about the potential and actual human rights impacts associated with the implementation of the project.
- **Restriction of people's access to clean water.**





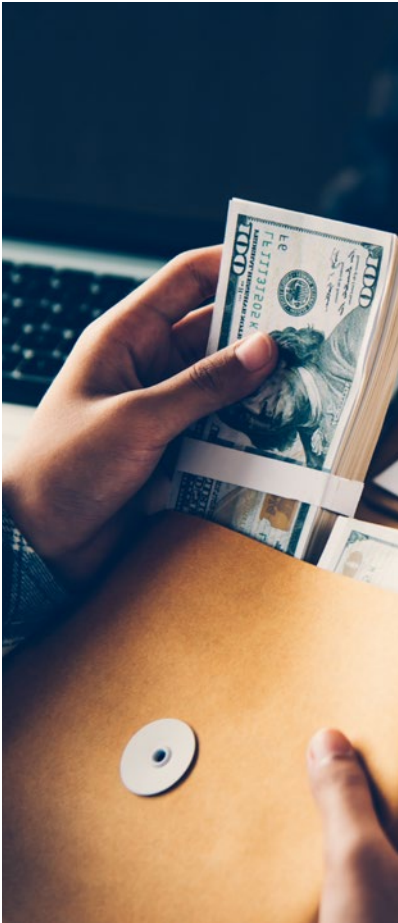
## POSSIBLE VIOLATIONS OF INDUSTRIAL AND LABOR RELATIONS

- **Failure to respect the right of workers to form or join trade unions** or representative organizations of their choice for the purposes of collective bargaining.
- **Failure to engage in constructive negotiations, whether individually or through employers' associations**, with such representatives with a view to reaching agreements on terms of employment.
- **Use of child labour, including the worst forms of child labour.**
- **Discrimination against workers in relation to employment or occupations on grounds such as race, color, sex, religion, political opinion, national or social origin, or other status.**
- **Failure to replace hazardous substances with harmless or less hazardous substances (where possible) within the manufacturing process.**
- **Paying wages that do not meet the basic needs of workers and their families.**

## POSSIBLE VIOLATIONS IN THE FIELD OF ENVIRONMENTAL PROTECTION

- **Ecosystem degradation due to land degradation**, depletion of water resources and/or destruction of primary forests and biodiversity as part of the enterprise's activities.
- **Pollution of water** (for example, as a result of wastewater discharge without proper infrastructure), soil, air due to the activities of the enterprise.
- **Unsafe levels of biological, chemical or physical hazards in products** or services produced or provided by the enterprise.





## POSSIBLE VIOLATIONS OF BRIBERY AND EXTORTION

- **Bribing government officials to win public procurement contracts.**
- **Bribing government officials to obtain favorable tax** or other preferential treatment or access to confidential information.
- **Bribing officials to obtain customs clearance.**
- **Selling products to government agencies at an inflated price in order** to receive a share of the profits of government employees.
- **Bribing government officials to obtain permits.**
- **Bribing public officials to ignore or evade rules or control.**
- **Providing gifts, meals, and entertainment** to those with whom the business does business without proper controls or records.
- **Receiving gifts from business associates** or government officials without proper supervision or recording.

## POSSIBLE VIOLATIONS OF CONSUMER INTERESTS

- **Goods and services do not meet all agreed** or legally required standards for consumer health and safety, including those related to health warnings and safety information.
- **Giving or omission of information or any other act that is false**, misleading, fraudulent or unfair.
- **Failure to provide accurate, verifiable, clear information sufficient to enable consumers to make informed decisions**, including information about pricing and, where appropriate, content, safe use, environmental performance, maintenance, storage, and disposal of goods and services.





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Information about the NCP, the procedure for considering applications  
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