



**Friedrich
Ebert 
Stiftung**

SEMINAR ON DUE DILIGENCE

20TH OCTOBER 2025

**DAS RICHTIGE TUN!
KLAR. STARK. SOLIDARISCH.**

WELCOME SPEECH

HANNES HAUKE KÜHN

IGBCE, INTERNATIONAL SECRETARY

MIRKO HERBERG

FES, HEAD OF INTERNATIONAL TRADE UNION WORK – GLOBAL SOUTH

HRDD-LAWS & SUSTAINABILITY IN THE WORK OF SUPERVISORY BOARDS AND WORKS COUNCILS

FABIAN LISCHKOWITZ

STIFTUNG ARBEIT U. UMWELT

ADVISOR ON SUSTAINABILITY AND CO-DETERMINATION

Human Rights Due Diligence (HRDD) laws in the work of supervisory boards and work councils

Fabian Lischkowitz

October 20, 2025

1. What is the German Due Diligence Act (LkSG)?
 2. How can workers and unions make use of due diligence obligations?
 3. What will change with the European Corporate Sustainability Due Diligence Directive (CSDDD)?
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German Due Diligence Act (LkSG)

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companies with
at least 1,000
employees in
Germany



must
**prevent
and
minimize
risks**
of:



Child labour (ILO C 138, 182)



Forced labor / forms of slavery (ILO C 29, 105)



Lack of **safety and health at work** (ILO C 155, 187)



Violation of the **freedom of association / right to collective bargaining** (ILO C 87, 98)



Unequal treatment of workers (ILO C 100, 111)



Deprivation of **adequate wages**



Damage to **natural livelihoods** (water, soil, air, noise pollution)



Illegal displacements / **land rights violations**



Mismanagement of mercury, other **hazardous substances and waste**

German Due Diligence Act (LkSG)

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Main issues for
industrial unions



Child labour (ILO C 138, 182)



Forced labor / slavery (ILO C 29, 105)



Lack of **safety and health at work** (ILO C 155, 187)



Violation of the **freedom of association / right to collective bargaining** (ILO C 87, 98)



Unequal treatment of workers (ILO C 100, 111)



Deprivation of **adequate wages**



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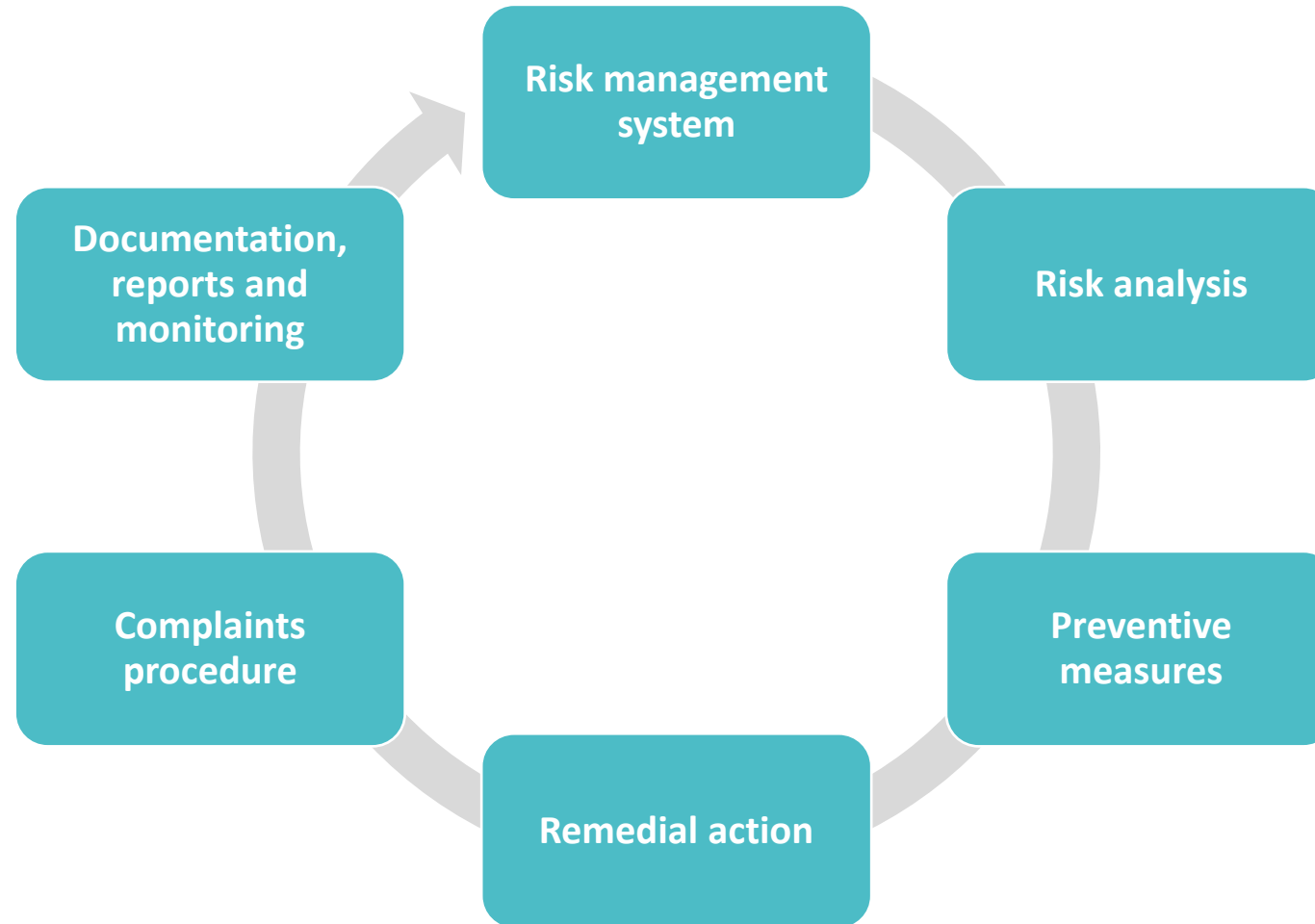


Illegal displacements / **land rights violations**

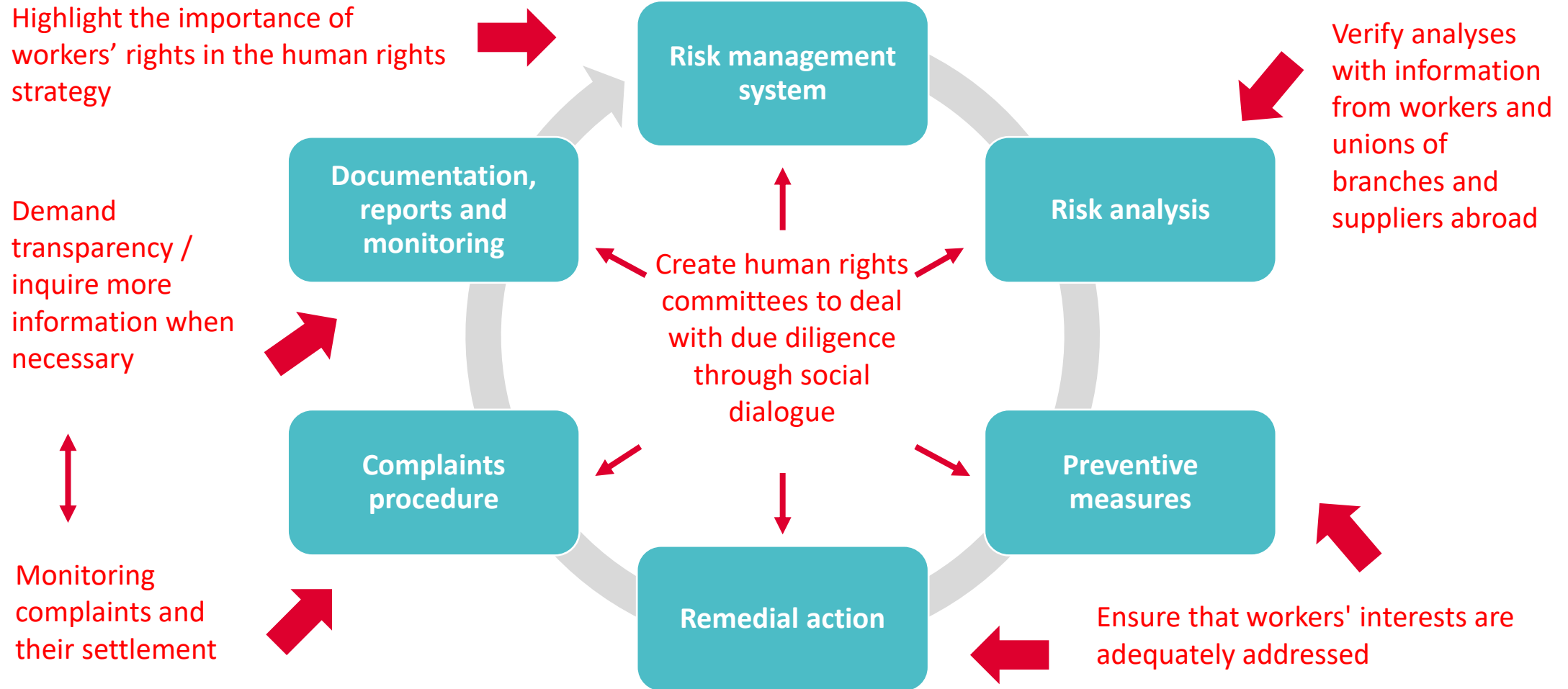


Mismanagement of mercury, other **hazardous substances and waste**

Companies' due diligence obligations



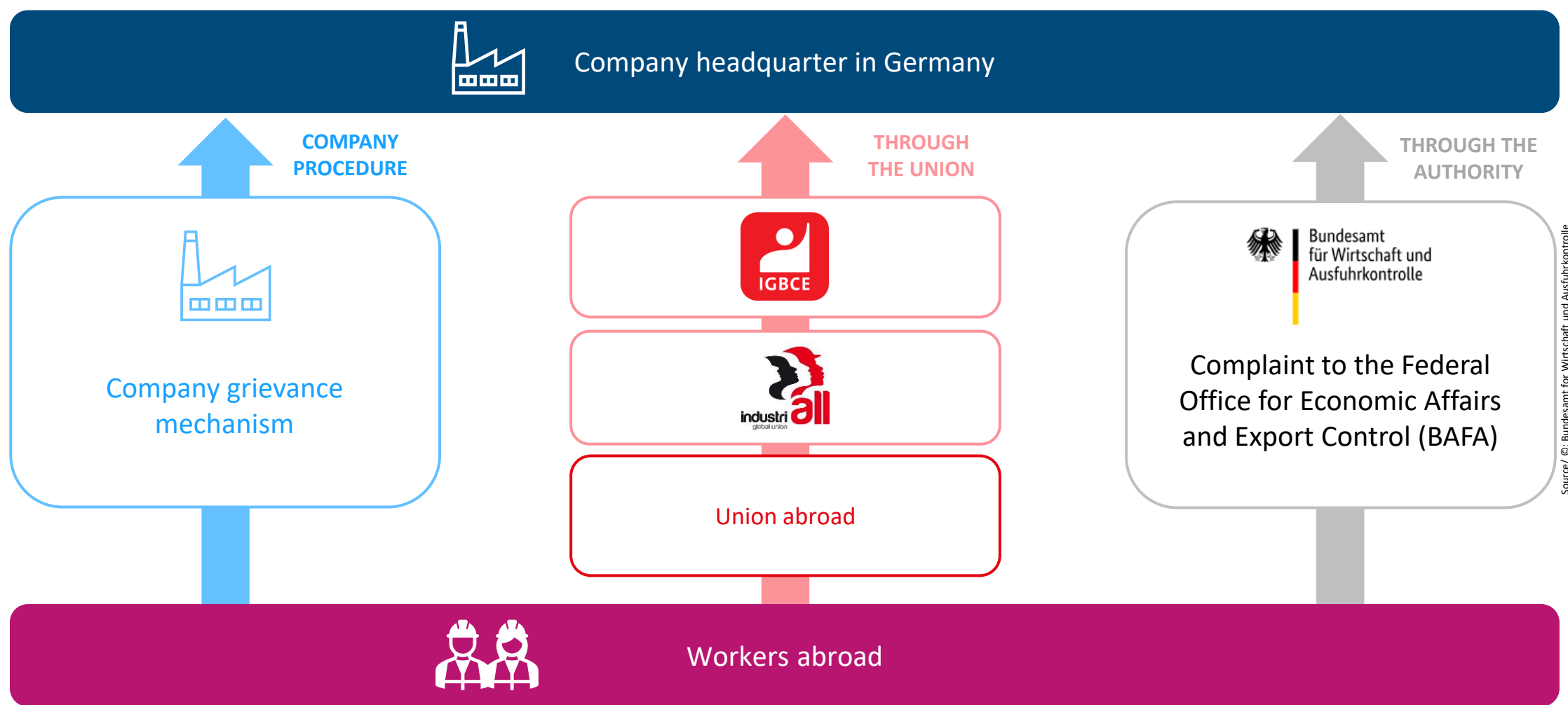
Possible workers' engagement in Germany



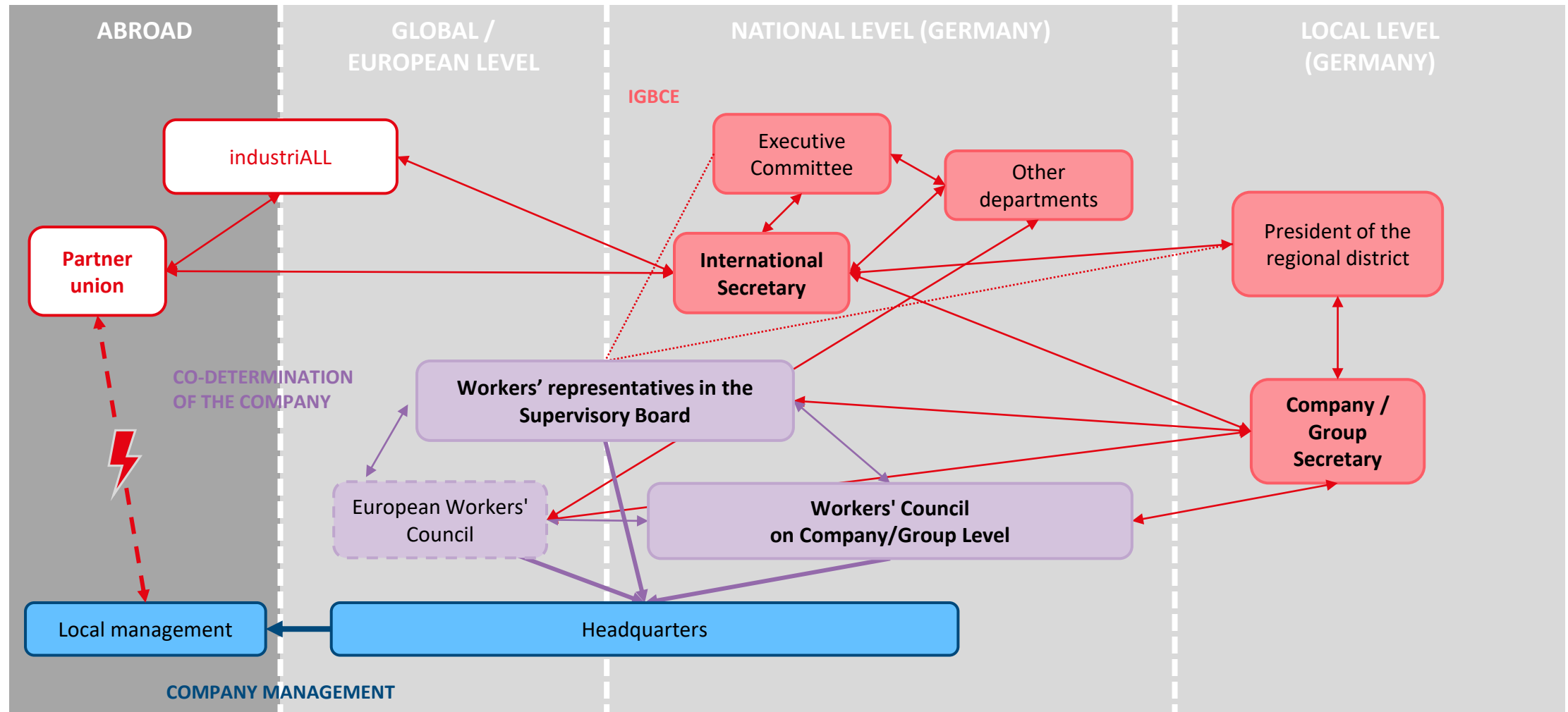
Channels for complaints from abroad

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Possible actors involved in complaints cases



Changes under the European DD Directive (CSDDD)



- probably applies to less companies (5,000+ instead of 1,000+ employees)
- less frequent risk analysis (every 4-5 years instead of annually)
- less consultation rights for workers, their representatives and unions



- level playing field across the EU
- large companies are still required to implement due diligence processes, e.g. receive and react to complaints



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Thank you for your attention!

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Fabian Lischkowitz

Advisor on Sustainability and Co-Determination

Tel.: +493027871321

Mobile: +491515 5651588

Fabian.Lischkowitz@igbce.de
arbeit-umwelt.de

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IGBCE ESG-PROJECT

SOPHIA SCHÖNBORN

IGBCE, PROJECT MANAGER CORPORATE STRATEGIES ESG

SUSTAINABLE INDUSTRY – Perspectives of the IGBCE



Dr. Sophia Schönborn and Alexander Nolte
IGBCE ESG Corporate Strategies Project

20th October 2025



WHY "SUSTAINABLE INDUSTRY"?

WHY "SUSTAINABLE INDUSTRY"?

- **Sustainability is more than transformation:**
 - Climate neutrality as a driver of transformation
 - meets megatrends such as digitalisation, demographic change, the biodiversity crisis and changing global relations/corporate responsibility → **including towards workforces**
- **? What should our industrial sites look like and how should they exist in the future, in 10 to 20 years?**
- **Our necessary focus:** the future (viability) of the workforces at our locations.

For us, there is one term that encompasses the decisions that lie ahead:

Our locations must become more sustainable.



WHY "SUSTAINABLE INDUSTRY"?

(Global) market environment:

- **ESG guidelines from the EU to global**
- Trump & Co: Moving away from DIE programmes?
- **Legal framework:** EU taxonomy, CSRD and CSDDD, plus climate targets, securing raw materials (CRMA) and recycling
- **UN framework,** including SDGs, plastics agreement, certificates
- **Global trade conflicts on the rise**
- Greater resilience



ESG ISSUES IN COMPANIES

Environmental dimension Environmental (E)	Social dimension Social (S)	Economic dimension Governance (G)
– Internal environmental protection – Waste minimisation – Recycling/circular economy – Energy saving – Energy efficiency – Renewable energies – Resource efficiency and resource consumption – Ecological product responsibility and product policy	– Employee participation and co-determination – Work-life balance – Diversity and equal opportunities – Fair working and employment conditions – Training and further education – Health and safety – Human rights – Freedom of association	– Prevention of corruption – Fair treatment of customers – Fair competition – Compliance – Supplier management

WHY "SUSTAINABLE INDUSTRY"?

- The conclusion for all corporate strategies for the future is clear: **business models must become more sustainable.**
- **Sustainability in industry is the common thread** and has already integrated the issues that are important to us:
 - economic trends,
 - climate protection and
 - , via the social pillar, issues of co-determination, justice and acceptance

Our goal: to raise awareness in co-determination and in the workplace

→ We are the **S** in ESG – co-determination is a given here!

→ It's about securing Germany's position as a business location, together with Europe!



WHY "SUSTAINABLE INDUSTRY"?

Using leverage and remaining capable of action:

With existing and new levers, we as trade unions and within companies can actively shape change

- deal with the social hardships that lie ahead in times of industrial decline,
- be attractive as a trade union and gain members,
- and increase our capacity for discourse and campaigning in new ways.



→ Levers for works council members and trade unions: supply chain legislation or sustainability reporting

BRIEF INTRODUCTION:

IGBCE PROJECT CORPORATE STRATEGIES ESG

- **network for works councils:**
 - Platform for exchange with experts
 - Practical workshops
 - Impetus for workplace activities
 - Goal: strengthening informed co-determination + networking comm. stakeholders
- **Newsletter "Insights"** with the most important information and discussions on the topic of sustainable industrial policy, published digitally four times a year





ESG project: High-level workshops

- **SustainIndustry Lab** for works councils of key companies in IGBCE sectors
- Confidential exchange:
 - With experts
 - With politicians (high-level)
 - With business – including 'out of the box'
 - Among themselves: Situation in the companies
- Topics: Trade policy globally & in Brussels, CSRD, circular economy, investor perspective
- Output: Policy paper + practical paper for employees



SUPPORT SERVICES

CHEMIE³

DIE NACHHALTIGKEITSINITIATIVE
DER DEUTSCHEN CHEMIE



SUPPORT SERVICES

Chemistry³: alliance based on social partnership

- Sustainability initiative of the German chemical industry since 2013
- IGBCE together with the Chemical Industry Employers' Association (BAVC) and the Chemical Industry Association (VCI) are promoting a
- triad of economy, ecology and social issues.
- **Current support services (agreed upon by social partners!):**
 - **Chemistry³ industry standard:** Guide to handling and implementing due diligence in the supply chain
 - Chemie³ **practical guide** for sustainability reporting

CHEMIE³
DIE NACHHALTIGKEITSINITIATIVE
DER DEUTSCHEN CHEMIE

BRIEFING ON THE CONGRESS

IGBCE AT A GLANCE

History of IGBCE: Merger 1997

IG CPK

Chemicals
Pharmaceuticals
Paper
Caoutchouc/Rubber
Glass
Ceramics
Plastic
670,000 members

GL

Leather
22,000 members



IG BE

Mining
Energy
325,000 members

IGBCE AT A GLANCE

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Headquarters: Hanover

Regional districts (8x):

- North
- Northeast
- Westphalia
- North Rhine
- Hesse-Thuringia
- Rhineland-Palatinate and Saar Region
- Baden Wuerttemberg
- Bavaria

Districts: 41

Members: 563,041 (355,441 employed)
(as of: 09 August 2024)



Stand: Oktober 2019



- IGBCE congress is taking place every 4 years in the city of Hannover
 - 401 Delegates from all of the 8 regional districts come together
 - 500 Resolutions will be discussed
 - 50 international guests from 20 Countries will be joining
 - Youngest delegate: 17 y.o., oldest delegate 81 y.o.
-

■ Congress:

- hears the report of the board members (Executive Main Board)
 - Discusses and votes on changes of the statutes
 - Discusses and votes on motions
 - Elects the members of the Board:
 - President
 - Vice-President
 - 3 further managing board members
 - 24 honorary board members (upon suggestion by the regions)
 - 1 honorary board member each upon suggestion by white-collar workers, women, young people
-

- Our way to the congress:
 - Womens-Day in May 2024
 - regional conferences in the beginning of 2025 in each of the 41 districts
 - 8 regional conferences in the regional districts in spring 2025
 - Federal youth conference in Dortmund in May 2025
- Slogan: "Das richtige tun! Klar. Stark. Solidarisch"
"Doing the right this! Clear. Strong. In solidarity."

Briefing on the congress

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Sunday 19 th October	Monday 20 th October	Tuesday 21 st October	Wednesday 22 nd October	Tuesday 23 rd October	Friday 24 th October
	Honouring the dead Constitution 9 – 10:30 Uhr	Election of the board 9 – 12 Uhr Committees and commissions	Video message Ursula von der Leyen Discussion on Statutes	Discussion on Resolutions Bärbel Bas Federal Ministry of Labour and Social Affairs 11 – 12 Uhr	Discussion on Resolutions
	Oral supplements to the annual report Report on commissions and committees 10:30 – 12:30 Uhr	Press conference "Foyer Runder Saal" 12:15 – 13 Uhr Constitution of the Executive Committee 13 – 13:45 Uhr Farewells 14 – 15 Uhr	Discussion on Resolutions Vice chancellor Lars Klingbeil 14:30 – 15 Uhr	Discussion on Resolutions	Conclusion and farewell
Opening ceremony Kuppelsaal 15 Uhr	International Part 1 14:30 – 15 Uhr Chancellor F. Merz 15 – 16 Uhr International Part 2 16:30 – 18 Uhr	Keynote speech by the President 15 – 16:45 Uhr Discussion on Resolutions L01 und L02 17:15 – 19 Uhr	Discussion on Resolutions	Discussion on Resolutions	
Dinner Niedersachsenhalle 18:30 Uhr	Dinner 18 Uhr Congress party Kuppelsaal 19:30 Uhr	Dinner Niedersachsenhalle 19 Uhr International Dinner Neues Rathaus Gartensaal 19 Uhr	Evening of the regional districts	Discussion on Resolutions Open End	

**DAS RICHTIGE TUN!
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**VIELEN DANK
FÜR IHRE
AUFMERKSAMKEIT**

