

DECLARATION

**by the German National Contact Point for the
OECD Guidelines for Multinational Enterprises**

regarding a complaint filed by

- a Russian citizen

against

- a company based in Germany

SUMMARY

The complainant is a Russian citizen who, up to May 2013, was employed by a subsidiary of a German company in Russia. She filed a complaint alleging violations of her human rights and her rights as an employee. Furthermore she claimed that her employer, upon being presented with evidence of these violations, had not investigated the matter with due diligence. The National Contact Point (NCP) interpreted this complaint as an allegation of breaches of Chapter II (General Policies), Chapter IV (Human Rights) and Chapter V (Employment and Industrial Relations) of the OECD Guidelines.

Having conducted an initial evaluation of the complaint, the NCP rejected it. It found that, in the absence of substantial evidence of the alleged breaches of the OECD Guidelines, the matter did not merit in-depth examination. Moreover, there were proceedings pending between the complainant and the Russian subsidiary of the company in question. An additional examination of the matter, beyond the ruling to be handed down by the court, was deemed unnecessary to ensure the enforcement of the OECD Guidelines.

