

Human rights policy



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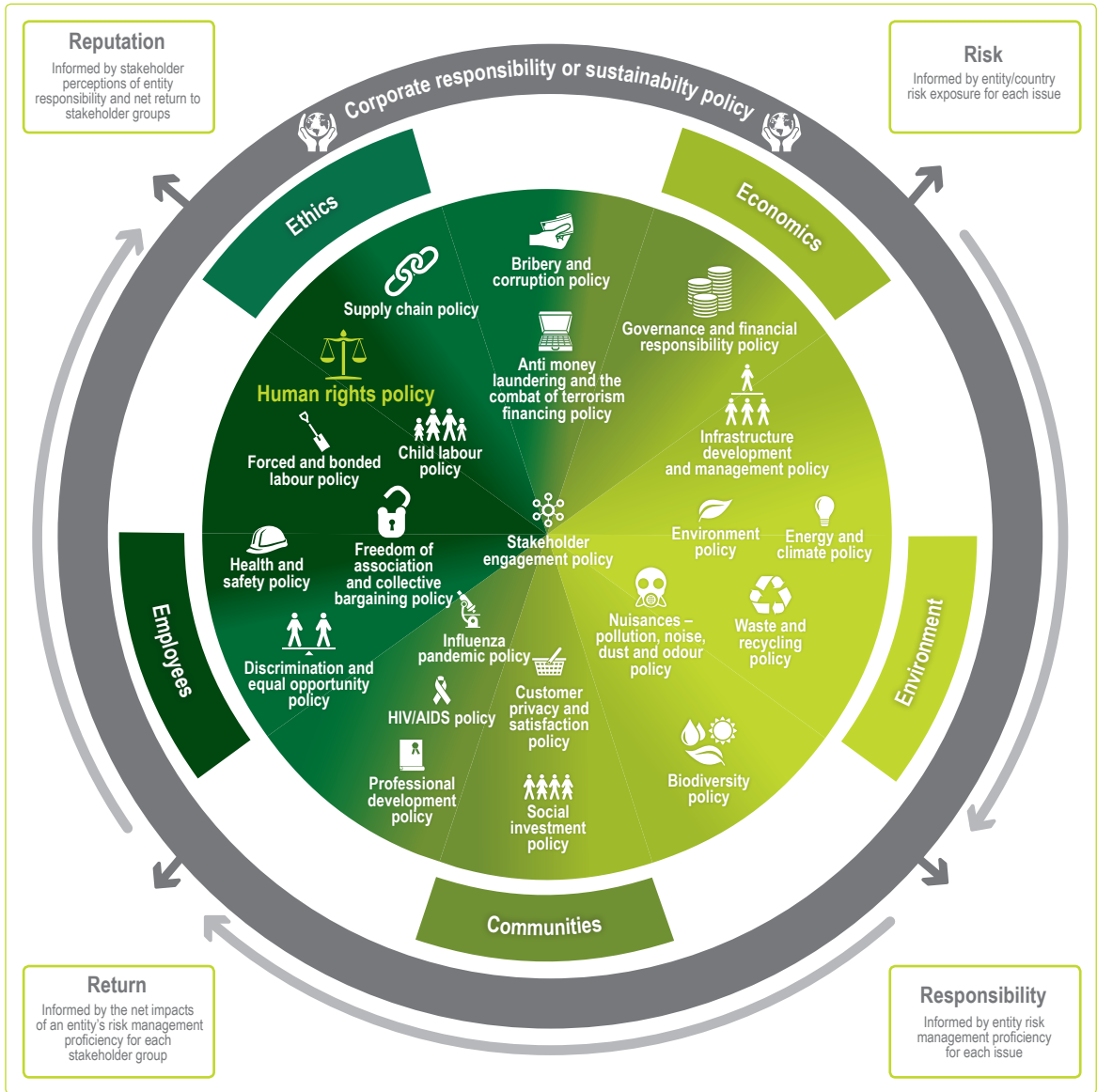
For further information see www.global-risks.com



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Global Reporting Initiative
 ISO14001
 Dow Jones Sustainability Index
 SA8000
 FTSE4Good
 Equator Principles
 OHSAS18001

Figure 1: Our policy categorisation continuum



Within the policy categorisation continuum a corporate responsibility or sustainability policy forms the top-level commitment statement for an entity. Underlying this, there are issue specific policies that can be located within the categories of ethics, economics, environment, communities and employees, or as issues that cut across more than one category. Implementation of policy supports risk, responsibility, return and reputation:

- an entity's risk arises from the risk exposure of that entity and the country in which it operates to issues
- the responsibility of the entity at managing risks proficiently for stakeholder groups provides a return in the form of contribution to society
- proficiency at managing these risks is indicative of the responsibility of the entity
- the perceived responsibility of the entity and its contribution to society influences the reputation of that entity.



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Policies are statements that oblige and guide a company (entity) and its employees to behave in a particular way and that demonstrate to stakeholders the commitments the company has made. In our suite of policies, each document consists of two chapters.

The first chapter is the adoptable policy itself. This includes best practice policy elements in the following areas:

- An introduction section that outlines the scope, aims and objectives of the policy.
- An implementation section that includes:
 - » a statement of high-level company commitments relating to the subject of the policy
 - » specific content requirements to ensure complete attainment of the above high-level commitments
 - » monitoring and reporting requirements for evaluating the impact and effectiveness of the policy
- » communication and awareness mechanisms to ensure relevant stakeholders understand the policy and the business implications of not adhering to it
- » management requirements to ensure policy implementation, integration into business practice, auditing and policy review.
- A responsibilities section that details where responsibility for implementing the policy rests within the company, including the signature of the Chief Executive as a sign of top level commitment to the issue.

The second chapter provides guidance, background resources and insight into effective policy implementation. This includes:

- Information on how to implement the policy as part of a management system and details of other Maplecroft tools available to assist in this process.
- Policy development and adoption information.
- Resources, including links to key websites, example policies of other businesses and definitions of key terms.

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Throughout the policy, elements that reflect the requirements of recognised standards and principles are indicated using icons. A key to these icons can be found within the guidance section.



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1 Introduction

Human rights are the rights each individual has as a human being and they should be enjoyed equally by everyone. They include political and civil rights, and economic, social and cultural rights. "The entity" recognises our responsibility to address human rights, not only as the 'right thing to do' but as enhancement to our social license to operate.

"The entity" is firmly committed to creating strong business growth, which is not achieved at the expense of the environment, quality of life or social equity. ☹️👉

The aim of this policy is to ensure that "the entity" is taking appropriate steps to address human rights, enriching the communities in which we operate, thus contributing to the well being of our stakeholders and enhancing the organisation's relations and protecting reputation.

The objective of the policy is to set out the ways in which "the entity" will:

- prevent human rights violations within our operations and supply chain
- approach incidences where human rights violations are identified
- support programmes to reduce the incidence of human rights violation
- monitor our conformance with human rights standards.

This policy encourages the development and implementation of responsible business practice. ✓👉👈



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2 Implementation

2.1 Commitment

Illustrating a firm commitment to upholding and promoting human rights “the entity” will:

- Consider human rights in its broadest sense including non-complicity, development rights, HIV/AIDS, non-discrimination, equal opportunity, working conditions, child labour, forced, bonded and involuntary labour, conflict and security. ✨🌱🌍 [HR1]
- Comply with national law pertaining to human rights and will uphold human rights in all aspects of its operations and respect the Universal Declaration of Human Rights. ✔️🌱🌍 [HR1]
- Respect the rights of individuals to participate in, contribute to, and enjoy economic, social, cultural and political development, in which all human rights and fundamental freedoms can be fully realised.
- Make public commitments to uphold human rights through international fora (for example, as signatories to the UN Global Compact and sector initiatives). 🌱
- Choose to sign up to and/or adhere to best practice industry initiatives and codes. ✨🌱
- Work with business partners, including suppliers and sub-contractors, to ensure their compliance with the requirements noted in this policy – including through training and professional development where appropriate. Ongoing human rights infringements will not be tolerated and will result in the termination of business/contractual relations. ✨🌱

2.2 Not being complicit

Recognising the importance of not being complicit to human rights abuses wherever we operate “the entity” will:

- Ensure, within our area of influence, that we are not complicit in human rights abuses.
- Respect the human rights of all employees, contractors and the communities we affect, as expressed in relevant specific policies, treating them equally and with respect and dignity. ✨🌱✔️
- Ensure that human rights abuses seen or reported in connection with work, or the work of suppliers or sub-contractors, should be reported by “the entity” to the relevant authorities and followed up. ✔️
- Seek to avoid complicity in countries where human rights violations are considered endemic and extreme.
- Factor human rights implications and commitments into decisions about investment and procurement decision-making such as selecting suppliers and contractors. ✔️🌱🌍 [HR2]
- Address the human rights of indigenous people and ethnic minorities. This includes:
 - » facilitating their right to prior consultation and participation in decision-making that affects them (in accordance with ILO convention 169) ✔️🌱🌍
 - » not condoning forceful relocation of local communities and participating in dialogue to ensure fair relocation and resettlement agreements and compensation.
- Respect the privacy of employees and consumers, for example, their personal information will be respected as expressed in the relevant specific policies. ✔️



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2.3 Development rights

Respecting the development rights of all individuals, communities and minorities “the entity” will:

- Seek to contribute to the development of society and individuals in accordance with the objectives of the Millennium Development Goals.
- Respect and uphold the rights of individuals to self-determination – which includes their inalienable right to full sovereignty over all their natural wealth and resources. Subject to the provisions of the International Covenants on Human Rights.
- Contribute to national and international development policies that aim to facilitate constant improvement in the well-being of populations and individuals, on the basis of free and meaningful participation in development and in the fair distribution of the benefits resulting there from.
- Seek to cooperate with states and other organisations, including business, to promote, encourage and strengthen universal respect for and observance of all human rights and fundamental freedoms for all without any distinction as to race, sex, language or religion.
- Respect the development rights of local communities where it operates and seek to ensure that our activities do not impact negatively on access to clean water and basic sanitation, clean air and biodiversity.
- Ensure specific attention is given to furthering the development rights of women and girls, especially in developing and transition economies.
- Ensure that our activities do not negatively impact cultural heritage and particularly sites of special importance to traditional owners.
- Remain committed to the principles of multi-stakeholder dialogue to ensure the protection of development rights of local communities where it operates.

2.4 HIV/AIDS

Recognising the sensitivity of issues surrounding HIV/AIDS “the entity” will:

- Comply with national legislation regarding HIV/AIDS and be guided by international good practice guidelines including the ILO Code of Practice. ✓
- Remain committed to the prevention and management of HIV/AIDS amongst our employees and their families, to minimising the spread of HIV/AIDS and to lessening the impact of the disease. ✓
- Not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV status, and will work actively to improving attitudes and behaviours towards the disease. ✓
- Offer an HIV/AIDS awareness-raising and prevention programme and (if appropriate) will offer a health programme that may include facilitation of Anti-Retroviral Therapy (ART) and other treatment for employees, their partners and children. This will include working in partnership with other organisations to ensure that the local community also benefits appropriately. ✓
- Not test potential or current employees for HIV/AIDS without their consent and all testing will always be confidential to the employee. Once an employee is in post, testing will not be used in order to make decisions about training, promotion or other work privileges. ✓
- Not discriminate against workers who are either infected with HIV (or thought to be) or affected by it indirectly (for example, through having to care for a family member). It will do all it can to make sure these workers are not stigmatised and will introduce training programmes and monitoring frameworks to check that there exists no stigma in the workplace. ✓

2.5 Non-discrimination

Enforcing non-discrimination within our operations “the entity” will:

- Comply with national law on non-discrimination. ✓ ✨ 🌱 🌍
- Not engage in or support discrimination of any sort, by a supervisor, manager or any other employee including in hiring, termination, remuneration, training, promotion or retirement processes. Including non-discrimination on the grounds of race, caste, national origin, religion, age, disability, gender, marital/parental status, sexual orientation, falling ill, becoming pregnant, HIV status, migrant status, union membership, being a worker representative or political affiliation – or any other criteria that are unlawful at any level of “the entity”. ✓ ✨ 🌱 🌍 [HR4]
- Strive to ensure that no employee faces direct or indirect physical, sexual, racial, religious, psychological, verbal or any other type of harassment or abuse, intimidation or degrading treatment as expressed in the relevant specific policies. ✨ 🌱 🌍 ✓
- Ensure that employees are free to exercise/observe, tenets or practices, or to meet needs relating to, race, caste, national origin, religion, age, disability, gender, marital/parental status, sexual orientation, HIV status, migrant status, membership of union or worker representative bodies or political affiliation. ✨ 🌱 🌍 ✓
- Not tolerate discrimination by a supplier or subcontractor.



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2.6 Equal opportunity and diversity promotion

Promoting diversity and equal opportunity within our workforce “the entity” will:

- Comply with national law on equal opportunities.
- Seek to protect and promote diversity so that the diversity of the workforce reflects the diversity of the local community where the company is operating. [LA10]
- Aim to be an equal opportunity employer, valuing diversity in the workforce, through all aspects of employment from vacancy advertising, selection, recruitment and training to conditions of service, advancement, reasons for termination of employment and retirement.
- Remain committed to addressing the protection and promotion of diversity within the workforce and, where required by national law, have in place a relevant diversity action plan with monitoring mechanisms, particularly where required to address indigenous peoples. [LA10]
- Ensure that management and development opportunities are open to everyone on merit.

2.7 Freedom of association and collective bargaining

Recognising employee rights to freedom of association and collective bargaining “the entity” will:

- Comply with national law on freedom of association and collective bargaining, where both are allowed. Where the law restricts the right to freedom of association and collective bargaining, “the entity” will facilitate parallel means of workers association such as works councils.
- Ensure that employees have the right to form and join worker representative bodies/trade unions of their own choice and carry out union activities without fear of being penalised by “the entity”, any individual or any external organisation.
- Allow worker representation in relevant decision-making and management committees. [LA4]
- Not tolerate discrimination against members of a worker representative body or trade union representatives, whether from management or co-workers.

2.8 Working conditions

Understanding the link between working conditions and wellbeing “the entity” will:

- Respect workers mental, physical and emotional wellbeing.
- Not condone the use of corporal punishment or other forms of mental or physical coercion and that such behaviour should not be tolerated by suppliers or contractors. This might include using upsetting, abusive or suggestive gestures, language or physical contact and using hard labour as a punishment.
- At a minimum, conform to local legislation on working hours, trainees, apprentices, contractor labour, overtime, sick leave, maternity and paternity leave, holidays and rest intervals.
- Ensure that the average employee working week will conform to the lesser of the country/regional maximum and/or 48 hours, and that overtime will be restricted to the lesser of 12 hours per week or the local maximum. Overtime should only be requested in exceptional and short-term business circumstances and should be voluntary.
- Employ and compensate employees at least in line with local legal or industry minimum standards and ensure that wages and benefits shall be locally competitive. Wages and benefits for a standard working week shall be sufficient to meet the basic needs of workers and provide some discretionary income, with overtime not required to reach this wage.
- Give employees access to an independent grievance mechanism in respect of this policy and terms and conditions of work.



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2.9 Child labour

Demonstrating a commitment to the elimination of child labour “the entity” will:

- Comply with national law on child labour and minimum age. ✦○✓
- Seek to ensure that our suppliers and sub-contractors comply with national law on child labour and minimum age. ✦○✓
- Comply with the Convention on the Rights of the Child (1989). ✦○✓
- Not use or support the use of child labour as defined in ILO Convention 138. Including the definition and requirements of ‘child labour’ – that the minimum age for any employee is 15 or the minimum school leaving age, whichever is the oldest, unless (for countries with a poorly developed economy and education system) a minimum age of 14 has been agreed through consultation with the country’s government, employers’ and workers’ organisations. ✦○✓
- Prohibit and seek to eliminate within its sphere of influence the worst forms of child labour in accordance with ILO Convention 182 (i.e. child soldiers and prostitution). ✦○✓
- Make decisions about child labour based on expert advice about the options available to children in the local context, and the best interests of the children affected. ✦○✓
- Ensure that in cases where children are present in the labour force and “the entity” is working towards eliminating child labour, transition arrangements will be applied where appropriate. ✦○✓
- Ensure that if children are present in the labour force they will not be exposed to workplace situations that are hazardous, unsafe or unhealthy – or will harm their health or development. ✦○✓
- Promote education for children covered under ILO Recommendation 146 and young workers attending school or of school age. ✦○✓
- Not work with those who use child labour – unless a responsible elimination plan is in place. ✦○✓

2.10 Forced and bonded labour

Ensuring that their operations do not result in forced or bonded labour practices “the entity” will:

- Not use or support the use of any type of forced or bonded labour, including slavery, prison labour, labour as a punishment for expressing political views peacefully, or labour demanded of employees because of their debt. ✦○✓♻️ [HR7]
- Ensure that all employees work voluntarily and not because they have been threatened or intimidated in any way. ✦○✓
- Ensure that when working in countries where there is a known problem with forced labour, “the entity” will consult stakeholders in order to gather appropriate information. ✦○✓
- Ensure that employees are selected and recruited in line with industry-wide standards and that recruitment fees are reasonable and do not become bonds that are the equivalent of forced labour. ✦○✓
- Ensure that employees are free to leave “the entity” after giving the proper notice, that they understand the rules about leaving and that “the entity” will return any relevant documents and provide other relevant help needed. ✦○✓
- Not unreasonably and/or unnecessarily restricted employee movements and ensure that employees are free to leave their place of work at the end of a shift. ✦○✓
- Not retain any important document or other items belonging to the workers while they are employed or as part of the recruitment process (for example, passport, driving licence, identity papers or sums of money). ✦○✓



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2.11 Conflict

Illustrating sensitivity to preventing and not exacerbating conflict “the entity” will:

- Adopt a conflict-sensitive approach to doing business and will promote peace-building when operating in regions of conflict and political instability. ☹
- Seek to ensure that our investments do not exacerbate violent conflict representing a threat to life, security, growth and prosperity for affected communities. ☹
- When operating in conflict sensitive areas, assess our possible impacts and engage with experts and key stakeholders so as not to exacerbate the tensions that produce conflict – in particular with respect to resettlement, compensation, hiring and employee relations, community relations, land use, environmental protection and security arrangements. ☹
- Observe all political party funding rules (in the country of operation) and will not allow premises, infrastructure or equipment to be used for campaigning purposes. ☹
- Conduct training for staff on the meaning of ‘free and fair’ elections. ☹

2.12 Security

Considering protection of individual’s safety and security with utmost importance “the entity” will:

- Put in place suitable arrangements to ensure the security of all employees, business partners, customers, buildings and property, particularly in countries where military or security forces have abused human rights. ○☹✓
- Ensure that security services are not used in a manner that keeps people at work against their will. ○☹✓
- Follow the international standards put forward in the UN Code of Conduct for Law Enforcement Officials. ○☹✓
- Before hiring security services, check them for any involvement in human rights abuses and ensure that any future involvement in human rights abuses will be reason for cessation of contract. ○☹✓
- Ensure that security services are trained in how to prevent human rights abuses and why. ○☹✓
- Make use of private security services where state forces have known association with human rights infringements. Where appropriate, local guidelines for working with state security forces should be drawn up. ○☹✓
- Accede to the Voluntary Principles on Security and Human Rights (if appropriate). ○☹✓

2.13 Monitoring and reporting

Continually evaluating our performance and progress “the entity” will:

- Identify relevant key performance indicators (KPIs) and put in place a monitoring system to gauge performance against the implementation requirements of this policy, include monitoring human rights performance within the supply chain. ✨○✓☹ [HR3]
- Report on the achievement of these targets, through an annual publicly available report and through ongoing disclosure on our internet (where relevant). ✨○✓
- Ensure our reporting is completed in accordance with national regulatory and relevant voluntary reporting standards (such as the Global Reporting Initiative, UN Global Compact and AA1000). ✨○✓



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2.14 Communication

Supporting stakeholder collaboration as part of successful implementation “the entity” will:

- Effectively communicate the policy and associated guidance and procedures to personnel and other interested parties. ✨🟢✓
- Provide all new employees with a copy of the policy, and provide formal training on the policy, either as part of the employee induction process or as part of an apprenticeship scheme. ✓🟢
- Provide employees with regular training and awareness building covering the issues in this policy in order to foster an awareness of shared responsibility and accountability. Security personnel acting on behalf of “the entity” in particular will have training provided. Records will be kept. ✓🟢
- Seek to make existing employees aware of the issues covered in this policy. ✓🟢
- State clearly how this policy relates to other policies in “the entity”. ✓
- Display the policy publicly and prominently. 🟢✓
- Have a programme in place to identify and engage with community stakeholders. ✓🟢🟢 [SO1]
- Engage and work with local communities, NGOs, governments and other stakeholders in order to understand human rights issues and develop shared responses. 🟢✓

2.15 Management

Managing the provisions of this policy to work towards successful implementation “the entity” will:

- View this policy and associated guidance as ‘living documents’ to be reviewed by the Board on an annual basis, drawing from ongoing stakeholder consultation. ✓
- Ensure all elements of this policy are managed as integral parts of its business and planning. This will include ensuring that estimates of the costs of present and expected actions are included in the preparation of investment plans, risk reviews and annual accounts. 🟢
- Maintain a management system that aims to integrate human rights issues into its decision-making and risks review processes. ✓🟢🟢 [HR1]
- Develop procedures and guidelines to facilitate policy implementation and empower management to ensure policy aims are met. ✨🟢✓
- Put in place a monitoring system to gauge performance against the implementation requirements of this policy and conduct regular audits to evaluate compliance with and the effectiveness of this policy. ✓
- Have in place a procedure for responding to cases in which the policy has not been followed or has been breached. ✓
- Report the outcomes of audits, including details of corrective action plans annually to its supervisory board or governing body to promote continuous improvement. ✓
- Where relevant, attain external verification of the audit process against SA8000 as the foundation from which to improve. ✓
- Engage and report on its human rights performance in a timely, open and transparent manner that meets the needs of its different stakeholder groups. ✨🟢✓

3 Responsibilities

- A senior member of “the entity” will be responsible for the effective implementation of this policy across all operations owned or managed by “the entity”. The senior member will also be responsible for reporting to the Board and external stakeholders about performance with respect to policy implementation. ✓🟢🟢
- All employees have an important role in assisting “the entity” in successful implementation of the principles of this policy.

Chief Executive’s Signature _____



Guidance

Policy development and adoption

This generic adoptable policy is rooted in international and national law and the best practice policies of global companies. Throughout the policy, elements that reflect the requirements

of recognised standards, instruments and international best practice principles are indicated using the following icons:

Key



The **Global Reporting Initiative** (GRI – G3 indicators version 3) are marked with a star '★' and identified with the relevant indicator numbers of the Sustainability Reporting Guidelines. They will therefore help entities prepare for reporting in conformance with GRI.



The **SA8000** Social Accountability standard are marked with a tick '✓'. These policy elements are reflective of those one would expect a professionally trained SA8000 auditor to inquire into during the audit/certification process. They will therefore help entities prepare for conformance with SA8000.



The **ISO14001** Environmental Management System (EMS) standard are marked with a club '♣'. These policy elements are reflective of those one would expect a professionally trained ISO14001 auditor to inquire into during the audit/certification process. They will therefore help entities prepare for conformance with ISO14001.



The **FTSE4Good** Index Series inclusion criteria are marked with a diamond '◇'. Addressing and capturing data against these issues will help entities prepare the EIRIS questionnaire and further chances of inclusion in the FTSE4Good Index.



The **Dow Jones Sustainability Index** criteria (DJSI World) are marked with a ring '◉'. Addressing and capturing data against these issues will help entities prepare for completion of the SAM questionnaire and further chances of inclusion in the DJSI.



The **Equator Principles** are marked with a half moon '☾'. Working in conformance with these issues will assist entities in complying with the environmental and social project finance conditions of banks that have signed up to the Equator Principles.



The **OHSAS18001** Occupational Health and Safety Management System standard are marked with a '●'. These policy elements are reflective of those one would expect a professionally trained OHSAS18001 auditor to inquire into during the audit/certification process. They will therefore help entities prepare for conformance with OHSAS18001.

Sector specific supplements to this policy are available that will take into account sector best practice standards. Any entity wishing to adopt this policy should review the immediate relevance of policy content to the entity, its core business and impacts. The entity may wish to omit certain clauses as being less relevant. The entity should also refer to its own management framework, business processes and approach to splitting management functions in order to ensure integration of the policy with its own strategy and culture.

Notes

This template provides an overarching introduction to human rights. Separate policies have been developed for a number of these areas – each providing more detail on the subject. Your choice to have more detailed (separate) policies will depend

in part on: (a) legislative requirements in your 'home' country, location of corporate headquarters or stock-exchange listing (b) the nature of your business (in terms of its relative risk profile) and (c) the rigour of your existing policy framework.



Guidance

Best practice

- African Charter on Human and Peoples' Rights (1981) (accessed 2009). <http://www1.umn.edu>
- American Convention on Human Rights (1969) (accessed 2009). <http://www1.umn.edu>
- Code of Conduct for Law Enforcement Officials (1979) (accessed 2009). <http://www.unhchr.ch>
- Convention on the Rights of the Child (1989) (accessed 2009). <http://www.unicef.org>
- European Convention on Human Rights (1950) (accessed 2009). <http://conventions.coe.int>
- Global Reporting Initiative (GRI), Sustainable Development Guidelines (accessed 2009). <http://www.globalreporting.org>
- ILO Convention 29 on Forced or Compulsory Labour (1930) (accessed 2009). <http://www1.umn.edu>
- ILO Convention 100 on Equal Remuneration (1951) (accessed 2009). <http://www1.umn.edu>
- ILO Convention 105 on Abolition of Forced Labour (1957) (accessed 2009). <http://www1.umn.edu>
- ILO Convention 111 on Discrimination (Employment and Occupation) (1958) (accessed 2009). <http://www1.umn.edu>
- ILO Convention 138 on Minimum Age (1974) (accessed 2009). <http://www.ilocarib.org.tt>
- ILO Convention 169 concerning Indigenous and Tribal Peoples (1989) (accessed 2009). <http://www.unhchr.ch>
- ILO Convention 182 on the Worst Forms of Child Labour (1999) (accessed 2009). <http://www1.umn.edu>
- International Convention on the Elimination of All Forms of Discrimination Against Women (1979) (accessed 2009). <http://www1.umn.edu>
- International Convention on the Elimination of Racial Discrimination (1965) (accessed 2009). <http://www.unhchr.ch>
- International Covenant on Civil and Political Rights (1966) (accessed 2009). <http://www.unhchr.ch>
- International Covenant on Economic, Social and Cultural Rights (1966) (accessed 2009). <http://www.unhchr.ch>
- Millennium Development Goals (2000) (accessed 2009). <http://www.un.org/millenniumgoals>
- UN Code of Conduct for Law Enforcement Officials (1979) (accessed 2009). <http://www.unhchr.ch>
- UN Global Compact, The ten principles (1999) (accessed 2009). <http://www.unglobalcompact.org>
- UN Norms on the Responsibilities of Transnational and other Business Enterprises with Regard to Human Rights (2003) (accessed 2009). <http://www.unhchr.ch>
- Universal Declaration of Human Rights (1948) (accessed 2009). <http://www.un.org>
- World Bank (accessed 2009). <http://www.worldbank.org>
- World Business Council for Sustainable Development (accessed 2009). <http://www.wbcsd.ch>

Example policies

- ABB (accessed 2009). Social Policy. <http://www.abb.com>
- Anglo American (accessed 2009). Good Citizenship: Our Business Principles. <http://www.angloamerican.co.uk>
- Aviva (accessed 2009). Human Rights Policy. <http://www.business-humanrights.org>
- BP (accessed 2009). Code of Conduct. <http://www.bp.com>
- Dupont (accessed 2009). Principles on Child and Forced Labour. <http://www2.dupont.com>
- Kraft Foods (accessed 2009). Child and Forced Labour Policy. <http://www.kraftfoodscompany.com>
- Mattel (accessed 2009). Global Manufacturing Principles. <http://www.mattel.com>
- Rio Tinto (accessed 2009). Human Rights Guidance. <http://www.riotinto.com>
- Shell (accessed 2009). Business and Human Rights. <http://www.shell.com>
- Tesco (accessed 2009). Suppliers and ethical trading. <http://www.tescopl.com>
- The Coca-Cola Company (accessed 2009). Workplace Rights Policy. <http://www.thecoca-colacompany.com>

Key terms

Human rights

Human rights are the rights each individual has as a human being. They should be enjoyed equally by everyone. They include political and civil rights, and economic, social and cultural rights. They are based on an international framework of law, which builds on the Universal Declaration of Human Rights (UDHR) 1948, and the International Covenant on Civil and Political rights 1966 and the International Covenant on Economic, Social and Cultural rights 1966.

Among the many rights in the UDHR are rights to liberty and security of person (for example, the rights to life, to freedom from torture and to a fair trial), and fundamental freedoms (such as the rights of freedom of expression and association) and social and economic rights (such as the right to health, to free primary education and to be free from forced labour). Upholding human rights means ensuring individuals and communities are not negatively impacted by the activities of others, including business – it means protecting the environment and ensuring a sustainable future – that is a future for our children's children.