



Human Rights Policy Tool

The goal of a Human Rights Policy is to establish a clear commitment on human rights and express the company's approach to human rights risks and opportunities.

Checklist

- Proclaim **respect for all** human rights
- Define “human rights” by **referencing UDHR**
 - Best practice: also reference ICCPR, ICESCR, ILO Core Conventions
- Commit to **proactively avoid**:
 - human rights abuses
 - complicity in abuses by business partners
- Sign off from highest level** of the company
- Include specific **implementation commitments**
- Emphasize **areas of biggest risk and opportunity**, as identified in a human rights assessment
- Commit to going beyond “respect” in **areas of positive impact**
- Outline **governance** of human rights at the company
- Link to **other relevant policies** (e.g. diversity and inclusion, supplier code of conduct, etc.)

Resources and Examples

["Doing business with respect for human rights: Policy commitment"](#), Global Compact Network Netherlands, Oxfam, Shift, 2016.

["How to develop a human rights policy"](#), UN Global Compact & Office of the High Commissioner for Human Rights, 2011.

Policy Template

***[Company Name]* Human Rights Policy**

COMMITMENT

At *[Company Name]*, we commit to respecting the human rights as defined in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and the ILO Declaration on Fundamental Principles and the Rights at Work.

This policy applies to *[Company Name]* and our business partners, vendors, and suppliers.

We believe that *[insert rights most relevant to the business]* are fundamental human rights, and we are taking steps to improve our approach across our business. We believe that our business can help to promote human rights through our *[products and services]*, but also acknowledge that without proper oversight, it can present risks to human rights as well.

APPROACH AND KEY IMPACT AREAS

Our approach to human rights begins with understanding how our activities, including our products and services, as well as the activities of our business partners, may impact, either positively or negatively, our rightsholders. These include: *[insert list of rightsholders, could include employees and contractors, customers, supply chain workers, and the broader community]*.

We strive to ensure that the rights of these rightsholders are respected and promoted through our activities and those of our business partners. We work to meet this commitment through the activities outlined below.

[Insert sections on issues/rights most relevant to the business]

***[Example]* Fair and Safe Work:** We believe workers should be treated with dignity, respect, and fairness, and should not be subject to harassment, discrimination, forced labor, or inhumane treatment. We are working continuously to providing a safe, inclusive work environment for our employees and contractors in line with international labor standards wherever we do business. To promote these values across our supply chain, we will implement more robust oversight mechanisms and expectations for our business partners to meet these same standards in their own operations.

[Example] **Empowering Women:** We believe in the equality of opportunity and treatment for all women and men. We are committed to enhancing gender balance in our workforce and empowering women across our value chain. In agricultural communities, women are often under-represented and under-resourced and through our business model we help women farmers develop alternative income streams. This can have positive impacts on their families, their children’s education and health, and can also make them less vulnerable to gender-based violence.

[Example] **Partnerships:** We believe in doing business with partners that share our values and commitments to respect human rights. While we strive to work only with partners that share our human rights commitments, sometimes this might not always be the case. To mitigate risks of human rights violations further down our supply chain, we will strengthen our ongoing partnership due diligence and review process, including a review of potential human rights considerations as part of that due diligence, and use our leverage when partner-related risks are identified.

GOVERNANCE AND REMEDIATION

Human rights at *[Company Name]* is part of our wider strategy and is implemented through a number of policies and procedures, including *[insert links to related policies and procedures]*. We report on our progress against our targets and goals, including Human Rights, in *[insert link to reporting, could be website, blog posts, sustainability report, etc.]*.

Ultimate oversight of human rights at *[Company Name]* falls with our *[chief executives, could be Founders, CEO, Board, or other]*. Operational oversight of human rights is managed by *[insert team or individuals with responsibilities for human rights]*, in addition to our partners across our business units.

In line with the expectations articulated in the UN Guiding Principles on Business and Human Rights (Guiding Principles), *[Company Name]* provides several grievance channels for employees and other stakeholders to report concerns about human rights and receive remedy, including through *[website, email address, hotline, etc.]*.

As part of our ongoing commitment to implementing the Guiding Principles, *[Company Name]* will *[insert implementation, could be due diligence, human rights impact assessments, KPIs, training]*.