Course on Voluntary Principles

Protecting and respecting the rights of those we work with.

Understanding who has what rights..
Understanding our responsibility to protect and respect these rights..
Understanding business and human rights..
Understanding the Voluntary Principles for Security and Human Rights..
Human Rights

[Image of protesters with signs stating]:
- Human Rights First
- Time for Truth

[Images of people with I love Human Rights and We are One Respect our Rights]

[Voluntary Principles on Security Human Rights]
Human Rights

“...promoting and encouraging respect for human rights and for fundamental freedoms for all...”
Universal Declaration of Human Rights
Why are human rights important to you?

- Proportionality
- Necessity
- Legality
- Accountability
Human Rights in Times of Civil Emergency and Armed Conflict
Why is IHL important to you?
Protecting Human Rights
Business and Human Rights: Protect, Respect, Remedy
Company Code of Conduct
Voluntary Principles

1) Conducting risk assessment

2) Interactions between companies and private security

3) Interactions between companies and public security

Guidance notes for implementing security and human rights principles (November 2011)
Declaration on Fundamental Principles and Rights at Work and its Follow-up:

- **Freedom of association** and the effective recognition of the right to collective bargaining.

- **Elimination** of all forms of forced or compulsory labour.

- **Effective abolition of child labour.**

- **Elimination of discrimination** in respect of employment and occupation.
Incident Reporting

Step 1: Record the allegation or incident.

Step 2: Establish the facts: determine the credibility, severity and cause of the incident.

Step 3: In case of major breach: report the incident to senior line and Global Security.

Step 4: Investigate the incident.

Step 5: Notify stakeholders.
Company Incident Reporting Procedure

Ongoing communication with government and other stakeholders

Record allegation or incident

Internal due diligence process

Not credible

Not related to Company

Minor breach (very low and low consequences)

Not credible

Report case to authorities

Report to senior line, Global Security

Investigate and remediate

Monitor progress and sustain actions

SAMPLE

Companies should reporting their own unique procedures.
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