

## **Engaged Corporate Membership Process**

In 2019, the Voluntary Principles Initiative (“VPI”) revised its Governance Rules to create a new ‘Engaged’ category for companies. Pursuant to the new terms, an Engaged Company will have 2-5 years from the time of its admission to seek full membership in the VPI.

This document is intended to provide Engaged Corporate Members with further guidance on the steps they will need to take prior to being considered for full (Participant) membership.

### **Requirements for an Engaged Corporate Member seeking Participant Status**

- Payment of annual fee in accordance with the Bylaws, which is equal to 50% of the expected annual membership contribution for a full Participant Company of the same respective size, as established in the VPI Membership Contribution (Fee) Policy.
- An Implementation Review presentation (scheduled at the convenience of the Engaged Member, but preferably within the first year of engaged status) that sets out the company’s practices, challenges. The presentation (slide deck) should be shared with the members and Observers, subject to confidentiality requirements.
- Based on feedback from members received during and subsequent to the Implementation Review presentation, a recommended Implementation Plan will be developed by the Secretariat and approved by the Board, no later than one month from the Implementation Review presentation date. The Engaged Company must make reasonable progress on these recommendations by the time it seeks to apply for full membership.
- Included in the Implementation Plan will be a deadline (typically 9-12 months after the Implementation Plan has been approved by the Board) by which the Engaged Member is expected to report back to the Board on its implementation of the VPSHR and the requested actions in the Implementation Plan.
  - At any time, an Engaged Company shall be permitted to extend an invitation to the Board to conduct a review of the Engaged Company’s practices, challenges, and implementation progress (including, without limitation, site or facility visits)
- Following the receipt of this report, a videoconference will be scheduled for the Engaged Member to report to the VPI membership on their implementation progress and the results of the requested actions in the Implementation Plan.
- Based on the implementation report and the videoconference, the Board will consider the Engaged Member for full membership.

### **Steps for VPI Engaged Corporate Members**

The chart below outlines the steps for a Corporate Member to move from Engaged to Participant (full) membership status.

Step	Action	Timeframe
Admission	Applicants are admitted by the Board as Engaged Corporate Members upon an affirmative vote in the Board. Engaged Members are added to the distribution list, given access to documents, and invited to all VPI events.	
Introductory Implementation Review	Engaged Member is invited to provide an introductory implementation review presentation to last up to two hours to which all VPI Members and Observers are invited. The presentation will include information about global operations, company managements systems, relevant policies/procedures, efforts to implement the VPSHR so far, specific challenges and problems. Two members (at least one from another pillar) review the presentation and ask questions. Members and Observers also invited to ask questions and seek clarifications.	As soon as is feasible, normally first 12 months
Creation and Approval of Implementation Plan	On the basis of information obtained from the introductory verification, reviewers and other Members are invited to provide recommendations to the Secretariat to be included in the Implementation Plan. The Secretariat drafts the Implementation Plan including any recommendations received, and submits it to the Board for approval.	As soon as possible after the introductory implementation review presentation; normally approved within 30-60 days of Implementation review
Submission of Implementation Plan to Engaged company	The Secretariat submits Implementation Plan to company. Plan includes specific actions to be taken with deadlines for reporting, as well as non-binding suggestions for tools and guidance documents which the company may find useful. In some cases, Implementation Plans request that specific reporting be provided in the next Annual Report. Deadlines are typically 9 months to 1 year for implementation of each item, as appropriate.	Sent to Engaged Member upon approval by Board. Deadlines included for each item in Implementation Plan, generally 9 – 12 months.
Milestones and check-ins	As appropriate, the Secretariat will request that the Company provide information about specific milestones reached or actions completed, or scheduled check-ins. A minimum of one check-in shall occur at the six month mark.	First check-in after 6 months and thereafter if and when reasonably required in the Implementation Plan.
Written Implementation Report	Engaged Member will provide a written report(s) regarding implementation of the Voluntary Principles, including progress or completion of requirements in the Implementation Plan. Secretariat will circulate this document to the Board.	In accordance with specific deadlines for actions, normally 6 months – 1 year after introduction/ verification
Videoconference report on Implementation Plan	Secretariat organizes videoconference session to which all Members and Observers are invited, at which the Engaged Members present their implementation reports, describe any progress, learnings, and remaining challenges, and answer questions	After receipt of written report(s)

Step	Action	Timeframe
Request for Full Member Status	Engaged Member submits request to become a Participant Company.	After receipt of written report, videoconference session and after all other requirements have been met
Review by Board	The Board will review the Engaged Company’s compliance with the implementation plan and all other requirements and work to clarify any issues related to the Company Implementation Action Plan.	For a period of one month following the Engaged Company’s request to become a Participant Company
Steering Committee votes on Full Membership	Board votes on Participant (Full) Membership of Engaged Member	After videoconference session
Other Requirements	Engaged Companies will: pay a percentage equal to one half of the costs attributed to a similarly-situated Participant Company during its period of Engaged Company status; actively engage with other VPI Participants on all aspects of the Engaged Company’s application such as implementation actions taken and pending, due diligence risk management systems and tools used and the integration of such into management systems, and their effectiveness; actively contribute to and uphold the reputation of the VPI; Engaged Companies are required to engage openly, in good faith, and comprehensively with other Participants including, in particular, honoring to the extent practicable requests from Participants for additional information, as well as direct and good faith engagement on issues pertinent to the implementation of the Voluntary Principles.	Throughout period of being an engaged member.

Approved by VPI Board December 2025

## ***Engaged Company Implementation Report Template***

This document provides suggested reporting guidelines for the submission of an Engaged Company's reporting on Implementation activities, including those outlined in the Company's VPI Implementation Plan approved by the Steering Committee. These guidelines do not represent an exhaustive list, and Engaged Companies are encouraged to report on implementation matters which are most relevant.

While there is no minimum length for the responses, we request that your answers be fulsome. As such, some suggested word counts have been included solely to guide you.

1. ***Voluntary Principles Implementation.*** Describe efforts to implement the VPSHR in your company management systems. Has the VPSHR been operationalized throughout your company's operations? If not, please identify any gaps and when you anticipate they will be addressed. Describe any anticipated actions or programs related to VPSHR implementation envisioned for the upcoming year. *(Minimum suggested word count of 500 words).*
2. ***Stakeholder Engagement and Communication.*** Summarize your approach and engagement efforts with communities and other stakeholders including local civil society in areas surrounding company operations. Please identify any gaps and when you anticipate they will be addressed *(Minimum suggested word count of 300 words).*
3. ***Risk Assessment Methodology.*** Conducting risk assessments are key to implementation of the VPSHR. Please summarize your Risk Assessment Methodology, including frequency, who is consulted, which risks are considered, etc. Please describe if you have special analytical frameworks for complex environments such as conflict-affected areas. Please identify any gaps and when you anticipate they will be addressed. *(Minimum suggested word count of 500 words).*
4. ***Interactions with Public Security Providers.*** Are public security providers involved in providing security at any of your operations? If so, how do you engage with them regarding human rights standards and expected conduct? Please identify any challenges you are facing. *(Minimum suggested word count of 300 words).*
5. ***Interactions with Private Security Providers.*** Describe the process for vetting, managing, sourcing, contracting, service delivery, and other interactions with private security providers, so that they are conducted in accordance with the Voluntary Principles. Please identify any gaps and when you anticipate they will be addressed. *(Minimum suggested word count of 500 words).*
6. ***Assessments.*** If internal or third-party assessments on VPs implementation have been conducted or are planned, please provide information on the work done or when it will be performed.

***Engaged Company's progress report on implementation action plan.*** Describe the Engaged Company's progress on meeting each of the requested actions as outlined in the company's implementation plan. (If applicable, such progress report shall include a discussion of why