



## Human Rights Policy 2018

Respect for human rights is fundamental to the work of Peace Child International (PCI) and the communities in which we operate. We are committed to ensuring that people are treated with dignity and respect at all times.

PCI's Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to PCI and all operating partners and suppliers. PCI is committed to working with partners and suppliers to uphold the principles in this Policy and to adopt similar policies within their businesses, aligned with the expectations and commitments of this Policy.

### Respect for Human Rights

PCI respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

### Community and Stakeholder Engagement

PCI recognises its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that they are listened to, learnt from and taking into account their views. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our mission. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

### Valuing Diversity

PCI values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at PCI is based on performance, skills and experience.

Regardless of personal characteristics or status, PCI does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to PCI employees but also to the business partners with whom we work.



## **Safe and Healthy Workplace**

PCI provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

## **Workplace Security**

PCI is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

## **Forced Labour and Human Trafficking**

PCI prohibits the use of all forms of forced labour, including prison labour, military labour, slave labour and any form of human trafficking.

## **Child Labour**

PCI prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

## **Work Hours, Wages and Benefits**

PCI compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

## **Guidance and Reporting**

PCI creates workplaces in which open and honest communications among all employees are valued and respected. PCI is committed to following all applicable labour and employment laws wherever we operate.

If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality.

You may ask questions or report potential violations to your line manager, CEO, Safeguarding Officer, Local Ombuds persons or Legal Department.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.

PCI is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

PCI reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between PCI and its employees.

We are committed to reviewing our policy and good practice annually.

This Policy was reviewed and adopted on 10th September 2018