

Human Rights

Core Indicators	Additional Indicators
<i>Strategy and Management</i>	
<p>HR1. Description of policies, guidelines, corporate structure, and procedures to deal with all aspects of human rights relevant to operations, including monitoring mechanisms and results. State how policies relate to existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO.</p>	<p>HR8. Employee training on policies and practices concerning all aspects of human rights relevant to operations. Include type of training, number of employees trained, and average training duration.</p>
<p>HR2. Evidence of consideration of human rights impacts as part of investment and procurement decisions, including selection of suppliers/contractors.</p>	
<p>HR3. Description of policies and procedures to evaluate and address human rights performance within the supply chain and contractors, including monitoring systems and results of monitoring. "Human rights performance" refers to the aspects of human rights identified as reporting aspects in the GRI performance indicators.</p>	
<i>Non-discrimination</i>	
<p>HR4. Description of global policy and procedures/programmes preventing all forms of discrimination in operations, including monitoring systems and results of monitoring.</p>	
<i>Freedom of Association and Collective Bargaining</i>	
<p>HR5. Description of freedom of association policy and extent to which this policy is universally applied independent of local laws, as well as description of procedures/programmes to address this issue.</p>	
<i>Child Labour(5)</i>	
<p>HR6. Description of policy excluding child labour as defined by the ILO Convention 138 and extent to which this policy is visibly stated and</p>	

applied, as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring.

Forced and Compulsory Labour

HR7. Description of policy to prevent forced and compulsory labour and extent to which this policy is visibly stated and applied as well as description of procedures/programmes to address this issue, including monitoring systems and results of monitoring.
See ILO Convention No. 29, Article 2.

Disciplinary Practices

HR9. Description of appeal practices, including, but not limited to, human rights issues.

Describe the representation and appeals process.

HR10. Description of non-retaliation policy and effective, confidential employee grievance system (including, but not limited to, its impact on human rights).

Security Practices

HR11. Human rights training for security personnel.

Include type of training, number of persons trained, and average training duration.

Indigenous Rights

HR12. Description of policies, guidelines, and procedures to address the needs of indigenous people.

This includes indigenous people in the workforce and in communities where the organisation currently operates or intends to operate.

HR13. Description of jointly managed community grievance mechanisms/authority.

HR14. Share of operating revenues from the area of operations that are redistributed to local communities.