# Human Rights Due Diligence Policy Commitment

**[ORGANISATION NAME [ [ORGANISATION ADDRESS]** is committed to upholding high standards on human rights in its operations and impact areas. In particular, we commit to the following:

* respecting all human rights
* prevent and address child and forced labour
* promoting gender equality and women's empowerment
* reducing workplace violence and harassment
* promoting non-discrimination and inclusion

We recognise that negative impacts on human rights affect people of different genders in different ways, and in particular, can disproportionately affect women and girls. We will take specific measures to empower women and to promote gender equality.

We commit to conduct gender-sensitive human rights due diligence (HRDD) in order to achieve the above-mentioned objectives. We will apply a risk-based approach that promotes transparency and continuous improvement, and improves outcomes, rather than a punitive approach, which can lead to human rights violations being hidden away.

Our human rights commitment applies to the business, all members of the cooperative/association and also to our business relationships, and it will be included in contracts and agreements. We will ensure that any labour providers who supply workers to our business are informed about and understand our commitment, and we will verify that they uphold these standards.

We will communicate this policy through training and awareness raising activities with management, employees, and members of the cooperative/association, so they understand our commitment and why it matters, what actions can prevent human rights risks and impacts, and how to report concerns in a safe manner.

We commit to implementing the following activities as part of our human rights due diligence (HRDD) approach:

* establishing a human rights due diligence committee with fair and equitable representation of both women and men
* ensuring that all our human rights due diligence activities engage and involve women and girls, as well as men and boys
* regular identification and assessment of human rights risks, including engagement with vulnerable groups and women and girls
* implementation of mitigation measures as part of action plans to reduce these risks and prevent human rights risks and impacts
* ensuring that anyone can safely report any human rights concerns
* remediating any human rights violations and ensuring that victims are supported, and action is taken to prevent repetition
* monitoring human rights risks on an ongoing basis, and monitoring the effectiveness of mitigation and remediation measures
* identifying and collaborating with stakeholders to support these efforts
* and reporting regularly on our outcomes and collecting information to measure our progress.

The senior management representative who is accountable for this policy and for human rights due diligence is: …………………………………

Signature: ………………………………………………

Name: …………………………………………………

Position/job title: ……………………………………….

Date: Place:

Email address: Telephone: