



ASSESS-AND-ADDRESS PLEDGE

COMMITMENT TO PROTECT HUMAN RIGHTS IN OPERATIONS AND IMPACT AREAS

[organization name]

[Organization Address]

is committed to upholding high standards on human rights in its operations and impact areas, including to prevent and address child labor, forced labor, workplace violence and harassment, and discrimination including gender inequality, wherever these are found.

We are committed to transparency and continuous improvement on human rights, with a focus on building capacity and systems to improve human rights outcomes rather than on punitive approaches which can lead to human rights violations being hidden.

To ensure the protection of human rights in all our areas of activity [organization name] commits to the following actions:

- Establish a system to assess and address risks of child labor, forced labor, workplace violence and harassment, and discrimination, managed by competent, trusted individuals and supported by management
- Ensure all staff, workers, group members, and stakeholders are aware of our commitment to upholding human rights, understand the importance of these issues, know what actions are being taken to address the risks, and are able to access information and make complaints in a safe manner
- Regularly conduct an assessment of the human rights risks we face in our operations and implement appropriate and realistic actions to mitigate these risks and prevent human rights abuses before they occur
- Define and implement clear plans and targets and set realistic improvement goals to protect human rights across all parts of our operations.
- Ensure any cases of human rights violations are remediated effectively, that victims are protected and supported and that actions are taken to prevent similar cases from happening in the future
- Monitor human rights risks on an ongoing basis and monitor the progress and the impact of our actions to mitigate risks, address issues, and remediate cases so we can continuously improve our system and our human rights impacts
- Engage transparently and collaboratively with all relevant stakeholders to develop approaches to protect human and workers' rights, tackle child labor, and support education
- Report regularly on the outcomes of our actions and collect accurate information to measure our progress on human rights issues

PLACE/ DATE

SIGNATURE

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Name

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Title

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Email address:

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Telephone: