



Voltronic Power

Advancing Power

Voltronic Power Technology Corp.

**The policies and concrete management
plans to Protect Human Rights**

Contents

Chapter	Contents	Page
1	Overview of human rights	4
1.1	The Universal Declaration of Human Rights	4 ~ 12
1.2	International Covenant on Civil and Political Rights	12 ~ 45
1.3	International Covenant on Economic, Social and Cultural Rights	45 ~ 62
1.4	International Bill of Human Rights	62 ~ 65
1.5	Organisations and Human Rights	65 ~ 66
1.6	Human Rights and ESG	66
2	Principles and Considerations (ISO26000-6.3.2)	66
2.1	Principles	66 ~ 67
2.2	Considerations	67 ~ 68
3	Human rights issue 1: Due diligence (ISO26000-6.3.3)	69
3.1	Description of the issue	69
3.2	Relevant actions and expectations	69
4	Human rights issue 2: Human rights risk situations (ISO26000-6.3.4)	70
4.1	Description of the issue	70
4.2	Relevant actions and expectations	70 ~ 71

5.1	Description of the issue	71 ~ 72
5.2	Relevant actions and expectations	73 ~ 74
6	Human rights issue 4: Resolving grievances (ISO26000-6.3.6)	74
6.1	Description of the issue	74 ~ 75
6.2	Relevant actions and expectations	75 ~ 76
7	Human rights issue 5: Discrimination and vulnerable groups (ISO26000-6.3.7)	76
7.1	Description of the issue	76 ~ 77
7.2	Relevant actions and expectations	78 ~ 82
8	Human rights issue 6: Civil and political rights (ISO26000-6.3.8)	82
8.1	Description of the issue	82
8.2	Relevant actions and expectations	82 ~ 83
9	Human rights issue 7: Economic, social and cultural rights (ISO26000-6.3.9)	83
9.1	Description of the issue	83 ~ 84
9.2	Relevant actions and expectations	84 ~ 85
10	Human rights issue 8: Fundamental principles and rights at work (ISO26000-6.3.10)	85
10.1	General	85
10.2	Description of the issue	85 ~ 86
10.3	Relevant actions and expectations	86 ~ 90

1 Overview of human rights

1.1 The Universal Declaration of Human Rights

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, therefore,

The General Assembly,

Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1 All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2 Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion,

political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3 Everyone has the right to life, liberty and the security of person.

Article 4 No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5 No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6 Everyone has the right to recognition everywhere as a person before the law.

Article 7 All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8 Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9 No one shall be subjected to arbitrary arrest, detention or exile.

Article 10 Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11 1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12 No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13 1. Everyone has the right to freedom of movement and residence within the borders of each State.

2. Everyone has the right to leave any country, including his own, and to return to his country.

- Article 14** 1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.
2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

- Article 15** 1. Everyone has the right to a nationality.
2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

- Article 16** 1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
2. Marriage shall be entered into only with the free and full consent of the intending spouses.
3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

- Article 17** 1. Everyone has the right to own property alone as well as in association with others.
2. No one shall be arbitrarily deprived of his property.

Article 18 Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19 Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20 1. Everyone has the right to freedom of peaceful assembly and association.
2. No one may be compelled to belong to an association.

Article 21 1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
2. Everyone has the right to equal access to public service in his country.
3. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22 Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organisation and resources of each State, of the economic,

social and cultural rights indispensable for his dignity and the free development of his personality.

- Article 23**
1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
 2. Everyone, without any discrimination, has the right to equal pay for equal work.
 3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
 4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24 Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

- Article 26**
1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
 2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
 3. Parents have a prior right to choose the kind of education that shall be given to their children.

- Article 27**
1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
 2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28 Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29 1. Everyone has duties to the community in which alone the free and full development of his personality is possible.

2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30 Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

1.2 International Covenant on Civil and Political Rights

PREAMBLE

The States Parties to the present Covenant,

Considering that, in accordance with the principles proclaimed in the Charter of the United

**Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,
Recognizing that these rights derive from the inherent dignity of the human person,
Recognizing that, in accordance with the Universal Declaration of Human Rights, the ideal of free human beings enjoying civil and political freedom and freedom from fear and want can only be achieved if conditions are created whereby everyone may enjoy his civil and political rights, as well as his economic, social and cultural rights,
Considering the obligation of States under the Charter of the United Nations to promote universal respect for, and observance of, human rights and freedoms,
Realizing that the individual, having duties to other individuals and to the community to which he belongs, is under a responsibility to strive for the promotion and observance of the rights recognized in the present Covenant,
Agree upon the following articles:**

PART I

Article 1

- 1. All peoples have the right of self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.**

2. All peoples may, for their own ends, freely dispose of their natural wealth and resources without prejudice to any obligations arising out of international economic co-operation, based upon the principle of mutual benefit, and international law. In no case may a people be deprived of its own means of subsistence.
3. The States Parties to the present Covenant, including those having responsibility for the administration of Non-Self-Governing and Trust Territories, shall promote the realization of the right of self-determination, and shall respect that right, in conformity with the provisions of the Charter of the United Nations.

PART II

Article 2

1. Each State Party to the present Covenant undertakes to respect and to ensure to all individuals within its territory and subject to its jurisdiction the rights recognized in the present Covenant, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
2. Where not already provided for by existing legislative or other measures, each State Party to the present Covenant undertakes to take the necessary steps, in accordance with its constitutional processes and with the provisions of the present Covenant, to adopt such legislative or other measures as may be necessary to give effect to the rights recognized in the present Covenant.

3. Each State Party to the present Covenant undertakes:

- (a) To ensure that any person whose rights or freedoms as herein recognized are violated shall have an effective remedy, notwithstanding that the violation has been committed by persons acting in an official capacity;**
- (b) To ensure that any person claiming such a remedy shall have his right thereto determined by competent judicial, administrative or legislative authorities, or by any other competent authority provided for by the legal system of the State, and to develop the possibilities of judicial remedy;**
- (c) To ensure that the competent authorities shall enforce such remedies when granted.**

Article 3

The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all civil and political rights set forth in the present Covenant.

Article 4

- 1. In time of public emergency which threatens the life of the nation and the existence of which is officially proclaimed, the States Parties to the present Covenant may take measures derogating from their obligations under the present Covenant to the extent strictly required by the exigencies of the situation, provided that such measures are not inconsistent with their other obligations under international law and do not involve discrimination solely on the ground of race, colour, sex, language, religion or social origin.**

2. No derogation from articles 6, 7, 8 (paragraphs 1 and 2), 11, 15, 16 and 18 may be made under this provision.
3. Any State Party to the present Covenant availing itself of the right of derogation shall immediately inform the other States Parties to the present Covenant, through the intermediary of the Secretary-General of the United Nations, of the provisions from which it has derogated and of the reasons by which it was actuated. A further communication shall be made, through the same intermediary, on the date on which it terminates such derogation.

Article 5

1. Nothing in the present Covenant may be interpreted as implying for any State, group or person any right to engage in any activity or perform any act aimed at the destruction of any of the rights and freedoms recognized herein or at their limitation to a greater extent than is provided for in the present Covenant.
2. There shall be no restriction upon or derogation from any of the fundamental human rights recognized or existing in any State Party to the present Covenant pursuant to law, conventions, regulations or custom on the pretext that the present Covenant does not recognize such rights or that it recognizes them to a lesser extent.

PART III

Article 6

1. Every human being has the inherent right to life. This right shall be protected by law. No one shall be arbitrarily deprived of his life.
2. In countries which have not abolished the death penalty, sentence of death may be imposed only for the most serious crimes in accordance with the law in force at the time of the commission of the crime and not contrary to the provisions of the present Covenant and to the Convention on the Prevention and Punishment of the Crime of Genocide. This penalty can only be carried out pursuant to a final judgement rendered by a competent court.
3. When deprivation of life constitutes the crime of genocide, it is understood that nothing in this article shall authorize any State Party to the present Covenant to derogate in any way from any obligation assumed under the provisions of the Convention on the Prevention and Punishment of the Crime of Genocide.
4. Anyone sentenced to death shall have the right to seek pardon or commutation of the sentence. Amnesty, pardon or commutation of the sentence of death may be granted in all cases.
5. Sentence of death shall not be imposed for crimes committed by persons below eighteen years of age and shall not be carried out on pregnant women.
6. Nothing in this article shall be invoked to delay or to prevent the abolition of capital punishment by any State Party to the present Covenant.

Article 7

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his free consent to medical or scientific experimentation.

Article 8

- 1. No one shall be held in slavery; slavery and the slave-trade in all their forms shall be prohibited.**
- 2. No one shall be held in servitude.**
- 3.(a) No one shall be required to perform forced or compulsory labour;**
 - (b) Paragraph 3 (a) shall not be held to preclude, in countries where imprisonment with hard labour may be imposed as a punishment for a crime, the performance of hard labour in pursuance of a sentence to such punishment by a competent court;**
 - (c) For the purpose of this paragraph the term "forced or compulsory labour" shall not include:**
 - (i) Any work or service, not referred to in sub-paragraph (b), normally required of a person who is under detention in consequence of a lawful order of a court, or of a person during conditional release from such detention;**
 - (ii) Any service of a military character and, in countries where conscientious objection is recognized, any national service required by law of conscientious objectors;**

- (iii) Any service exacted in cases of emergency or calamity threatening the life or well-being of the community;
- (iv) Any work or service which forms part of normal civil obligations.

Article 9

1. Everyone has the right to liberty and security of person. No one shall be subjected to arbitrary arrest or detention. No one shall be deprived of his liberty except on such grounds and in accordance with such procedure as are established by law.
2. Anyone who is arrested shall be informed, at the time of arrest, of the reasons for his arrest and shall be promptly informed of any charges against him.
3. Anyone arrested or detained on a criminal charge shall be brought promptly before a judge or other officer authorized by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release. It shall not be the general rule that persons awaiting trial shall be detained in custody, but release may be subject to guarantees to appear for trial, at any other stage of the judicial proceedings, and, should occasion arise, for execution of the judgement.
4. Anyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings before a court, in order that court may decide without delay on the lawfulness of his detention and order his release if the detention is not lawful.
5. Anyone who has been the victim of unlawful arrest or detention shall have an enforceable right to compensation.

Article 10

- 1. All persons deprived of their liberty shall be treated with humanity and with respect for the inherent dignity of the human person.**
- 2.(a) Accused persons shall, save in exceptional circumstances, be segregated from convicted persons and shall be subject to separate treatment appropriate to their status as unconvicted persons;**
(b) Accused juvenile persons shall be separated from adults and brought as speedily as possible for adjudication.
- 3. The penitentiary system shall comprise treatment of prisoners the essential aim of which shall be their reformation and social rehabilitation. Juvenile offenders shall be segregated from adults and be accorded treatment appropriate to their age and legal status.**

Article 11

No one shall be imprisoned merely on the ground of inability to fulfil a contractual obligation.

Article 12

- 1. Everyone lawfully within the territory of a State shall, within that territory, have the right to liberty of movement and freedom to choose his residence.**
- 2. Everyone shall be free to leave any country, including his own.**
- 3. The above-mentioned rights shall not be subject to any restrictions except those which**

are provided by law, are necessary to protect national security, public order (ordre public), public health or morals or the rights and freedoms of others, and are consistent with the other rights recognized in the present Covenant.

4. No one shall be arbitrarily deprived of the right to enter his own country.

Article 13

An alien lawfully in the territory of a State Party to the present Covenant may be expelled therefrom only in pursuance of a decision reached in accordance with law and shall, except where compelling reasons of national security otherwise require, be allowed to submit the reasons against his expulsion and to have his case reviewed by, and be represented for the purpose before, the competent authority or a person or persons especially designated by the competent authority.

Article 14

1. All persons shall be equal before the courts and tribunals. In the determination of any criminal charge against him, or of his rights and obligations in a suit at law, everyone shall be entitled to a fair and public hearing by a competent, independent and impartial tribunal established by law. The press and the public may be excluded from all or part of a trial for reasons of morals, public order (ordre public) or national security in a democratic society, or when the interest of the private lives of the parties so requires, or to the extent strictly necessary in the opinion of the court in special circumstances where

publicity would prejudice the interests of justice; but any judgement rendered in a criminal case or in a suit at law shall be made public except where the interest of juvenile persons otherwise requires or the proceedings concern matrimonial disputes or the guardianship of children.

2. Everyone charged with a criminal offence shall have the right to be presumed innocent until proved guilty according to law.
3. In the determination of any criminal charge against him, everyone shall be entitled to the following minimum guarantees, in full equality:
 - (a) To be informed promptly and in detail in a language which he understands of the nature and cause of the charge against him;
 - (b) To have adequate time and facilities for the preparation of his defence and to communicate with counsel of his own choosing;
 - (c) To be tried without undue delay;
 - (d) To be tried in his presence, and to defend himself in person or through legal assistance of his own choosing; to be informed, if he does not have legal assistance, of this right; and to have legal assistance assigned to him, in any case where the interests of justice so require, and without payment by him in any such case if he does not have sufficient means to pay for it;

- (e) To examine, or have examined, the witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;
 - (f) To have the free assistance of an interpreter if he cannot understand or speak the language used in court;
 - (g) Not to be compelled to testify against himself or to confess guilt.
4. In the case of juvenile persons, the procedure shall be such as will take account of their age and the desirability of promoting their rehabilitation.
 5. Everyone convicted of a crime shall have the right to his conviction and sentence being reviewed by a higher tribunal according to law.
 6. When a person has by a final decision been convicted of a criminal offence and when subsequently his conviction has been reversed or he has been pardoned on the ground that a new or newly discovered fact shows conclusively that there has been a miscarriage of justice, the person who has suffered punishment as a result of such conviction shall be compensated according to law, unless it is proved that the non-disclosure of the unknown fact in time is wholly or partly attributable to him.
 7. No one shall be liable to be tried or punished again for an offence for which he has already been finally convicted or acquitted in accordance with the law and penal procedure of each country.

Article 15

- 1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time when the criminal offence was committed. If, subsequent to the commission of the offence, provision is made by law for the imposition of the lighter penalty, the offender shall benefit thereby.**
- 2. Nothing in this article shall prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognized by the community of nations.**

Article 16

Everyone shall have the right to recognition everywhere as a person before the law.

Article 17

- 1. No one shall be subjected to arbitrary or unlawful interference with his privacy, family, home or correspondence, nor to unlawful attacks on his honour and reputation.**
- 2. Everyone has the right to the protection of the law against such interference or attacks.**

Article 18

- 1. Everyone shall have the right to freedom of thought, conscience and religion. This right shall include freedom to have or to adopt a religion or belief of his choice, and freedom,**

either individually or in community with others and in public or private, to manifest his religion or belief in worship, observance, practice and teaching.

2. No one shall be subject to coercion which would impair his freedom to have or to adopt a religion or belief of his choice.
3. Freedom to manifest one's religion or beliefs may be subject only to such limitations as are prescribed by law and are necessary to protect public safety, order, health, or morals or the fundamental rights and freedoms of others.
4. The States Parties to the present Covenant undertake to have respect for the liberty of parents and, when applicable, legal guardians to ensure the religious and moral education of their children in conformity with their own convictions.

Article 19

1. Everyone shall have the right to hold opinions without interference.
2. Everyone shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds, regardless of frontiers, either orally, in writing or in print, in the form of art, or through any other media of his choice.
3. The exercise of the rights provided for in paragraph 2 of this article carries with it special duties and responsibilities. It may therefore be subject to certain restrictions, but these shall only be such as are provided by law and are necessary:

(a) For respect of the rights or reputations of others;

(b) For the protection of national security or of public order (ordre public), or of public health or morals.

Article 20

1. Any propaganda for war shall be prohibited by law.

2. Any advocacy of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence shall be prohibited by law.

Article 21

The right of peaceful assembly shall be recognized. No restrictions may be placed on the exercise of this right other than those imposed in conformity with the law and which are necessary in a democratic society in the interests of national security or public safety, public order (ordre public), the protection of public health or morals or the protection of the rights and freedoms of others.

Article 22

1. Everyone shall have the right to freedom of association with others, including the right to form and join trade unions for the protection of his interests.

2. No restrictions may be placed on the exercise of this right other than those which are prescribed by law and which are necessary in a democratic society in the interests of national security or public safety, public order (ordre public), the protection of public

health or morals or the protection of the rights and freedoms of others. This article shall not prevent the imposition of lawful restrictions on members of the armed forces and of the police in their exercise of this right.

3. Nothing in this article shall authorize States Parties to the International Labour Organisation Convention of 1948 concerning Freedom of Association and Protection of the Right to Organize to take legislative measures which would prejudice, or to apply the law in such a manner as to prejudice, the guarantees provided for in that Convention.

Article 23

1. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.
2. The right of men and women of marriageable age to marry and to found a family shall be recognized.
3. No marriage shall be entered into without the free and full consent of the intending spouses.
4. States Parties to the present Covenant shall take appropriate steps to ensure equality of rights and responsibilities of spouses as to marriage, during marriage and at its dissolution. In the case of dissolution, provision shall be made for the necessary protection of any children.

Article 24

- 1. Every child shall have, without any discrimination as to race, colour, sex, language, religion, national or social origin, property or birth, the right to such measures of protection as are required by his status as a minor, on the part of his family, society and the State.**
- 2. Every child shall be registered immediately after birth and shall have a name.**
- 3. Every child has the right to acquire a nationality.**

Article 25

Every citizen shall have the right and the opportunity, without any of the distinctions mentioned in article 2 and without unreasonable restrictions:

- (a) To take part in the conduct of public affairs, directly or through freely chosen representatives;**
- (b) To vote and to be elected at genuine periodic elections which shall be by universal and equal suffrage and shall be held by secret ballot, guaranteeing the free expression of the will of the electors;**
- (c) To have access, on general terms of equality, to public service in his country.**

Article 26

All persons are equal before the law and are entitled without any discrimination to the equal protection of the law. In this respect, the law shall prohibit any discrimination and

guarantee to all persons equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 27

In those States in which ethnic, religious or linguistic minorities exist, persons belonging to such minorities shall not be denied the right, in community with the other members of their group, to enjoy their own culture, to profess and practice their own religion, or to use their own language.

PART IV

Article 28

- 1. There shall be established a Human Rights Committee (hereafter referred to in the present Covenant as the Committee). It shall consist of eighteen members and shall carry out the functions hereinafter provided.**
- 2. The Committee shall be composed of nationals of the States Parties to the present Covenant who shall be persons of high moral character and recognized competence in the field of human rights, consideration being given to the usefulness of the participation of some persons having legal experience.**
- 3. The members of the Committee shall be elected and shall serve in their personal capacity.**

Article 29

- 1. The members of the Committee shall be elected by secret ballot from a list of persons possessing the qualifications prescribed in article 28 and nominated for the purpose by the States Parties to the present Covenant.**
- 2. Each State Party to the present Covenant may nominate not more than two persons. These persons shall be nationals of the nominating State.**
- 3. A person shall be eligible for renomination.**

Article 30

- 1. The initial election shall be held no later than six months after the date of the entry into force of the present Covenant.**
- 2. At least four months before the date of each election to the Committee, other than an election to fill a vacancy declared in accordance with article 34, the Secretary-General of the United Nations shall address a written invitation to the States Parties to the present Covenant to submit their nominations for membership of the Committee within three months.**
- 3. The Secretary-General of the United Nations shall prepare a list in alphabetical order of all the persons thus nominated, with an indication of the States Parties which have nominated them, and shall submit it to the States Parties to the present Covenant no later than one month before the date of each election.**

4. Elections of the members of the Committee shall be held at a meeting of the States Parties to the present Covenant convened by the Secretary General of the United Nations at the Headquarters of the United Nations. At that meeting, for which two thirds of the States Parties to the present Covenant shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

Article 31

- 1. The Committee may not include more than one national of the same State.**
- 2. In the election of the Committee, consideration shall be given to equitable geographical distribution of membership and to the representation of the different forms of civilization and of the principal legal systems.**

Article 32

- 1. The members of the Committee shall be elected for a term of four years. They shall be eligible for re-election if renominated. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election, the names of these nine members shall be chosen by lot by the Chairman of the meeting referred to in article 30, paragraph 4.**
- 2. Elections at the expiry of office shall be held in accordance with the preceding articles of this part of the present Covenant.**

Article 33

- 1. If, in the unanimous opinion of the other members, a member of the Committee has ceased to carry out his functions for any cause other than absence of a temporary character, the Chairman of the Committee shall notify the Secretary-General of the United Nations, who shall then declare the seat of that member to be vacant.**
- 2. In the event of the death or the resignation of a member of the Committee, the Chairman shall immediately notify the Secretary-General of the United Nations, who shall declare the seat vacant from the date of death or the date on which the resignation takes effect.**

Article 34

- 1. When a vacancy is declared in accordance with article 33 and if the term of office of the member to be replaced does not expire within six months of the declaration of the vacancy, the Secretary-General of the United Nations shall notify each of the States Parties to the present Covenant, which may within two months submit nominations in accordance with article 29 for the purpose of filling the vacancy.**
- 2. The Secretary-General of the United Nations shall prepare a list in alphabetical order of the persons thus nominated and shall submit it to the States Parties to the present Covenant. The election to fill the vacancy shall then take place in accordance with the relevant provisions of this part of the present Covenant.**

3. A member of the Committee elected to fill a vacancy declared in accordance with article 33 shall hold office for the remainder of the term of the member who vacated the seat on the Committee under the provisions of that article.

Article 35

The members of the Committee shall, with the approval of the General Assembly of the United Nations, receive emoluments from United Nations resources on such terms and conditions as the General Assembly may decide, having regard to the importance of the Committee's responsibilities.

Article 36

The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Covenant.

Article 37

- 1. The Secretary-General of the United Nations shall convene the initial meeting of the Committee at the Headquarters of the United Nations.**
- 2. After its initial meeting, the Committee shall meet at such times as shall be provided in its rules of procedure.**
- 3. The Committee shall normally meet at the Headquarters of the United Nations or at the United Nations Office at Geneva.**

Article 38

Every member of the Committee shall, before taking up his duties, make a solemn declaration in open committee that he will perform his functions impartially and conscientiously.

Article 39

- 1. The Committee shall elect its officers for a term of two years. They may be re-elected.**
- 2. The Committee shall establish its own rules of procedure, but these rules shall provide, inter alia, that:**
 - (a) Twelve members shall constitute a quorum;**
 - (b) Decisions of the Committee shall be made by a majority vote of the members present.**

Article 40

- 1. The States Parties to the present Covenant undertake to submit reports on the measures they have adopted which give effect to the rights recognized herein and on the progress made in the enjoyment of those rights:**
 - (a) Within one year of the entry into force of the present Covenant for the States Parties concerned;**
 - (b) Thereafter whenever the Committee so requests.**
- 2. All reports shall be submitted to the Secretary-General of the United Nations, who shall transmit them to the Committee for consideration. Reports shall indicate the factors and difficulties, if any, affecting the implementation of the present Covenant.**

3. The Secretary-General of the United Nations may, after consultation with the Committee, transmit to the specialized agencies concerned copies of such parts of the reports as may fall within their field of competence.
4. The Committee shall study the reports submitted by the States Parties to the present Covenant. It shall transmit its reports, and such general comments as it may consider appropriate, to the States Parties. The Committee may also transmit to the Economic and Social Council these comments along with the copies of the reports it has received from States Parties to the present Covenant.
5. The States Parties to the present Covenant may submit to the Committee observations on any comments that may be made in accordance with paragraph 4 of this article.

Article 41

1. A State Party to the present Covenant may at any time declare under this article that it recognizes the competence of the Committee to receive and consider communications to the effect that a State Party claims that another State Party is not fulfilling its obligations under the present Covenant. Communications under this article may be received and considered only if submitted by a State Party which has made a declaration recognizing in regard to itself the competence of the Committee. No communication shall be received by the Committee if it concerns a State Party which has not made such a declaration. Communications received under this article shall be dealt with in accordance with the following procedure:

- (a) If a State Party to the present Covenant considers that another State Party is not giving effect to the provisions of the present Covenant, it may, by written communication, bring the matter to the attention of that State Party. Within three months after the receipt of the communication the receiving State shall afford the State which sent the communication an explanation, or any other statement in writing clarifying the matter which should include, to the extent possible and pertinent, reference to domestic procedures and remedies taken, pending, or available in the matter;**
- (b) If the matter is not adjusted to the satisfaction of both States Parties concerned within six months after the receipt by the receiving State of the initial communication, either State shall have the right to refer the matter to the Committee, by notice given to the Committee and to the other State;**
- (c) The Committee shall deal with a matter referred to it only after it has ascertained that all available domestic remedies have been invoked and exhausted in the matter, in conformity with the generally recognized principles of international law. This shall not be the rule where the application of the remedies is unreasonably prolonged;**
- (d) The Committee shall hold closed meetings when examining communications under this article;**
- (e) Subject to the provisions of sub-paragraph (c), the Committee shall make available its**

good offices to the States Parties concerned with a view to a friendly solution of the matter on the basis of respect for human rights and fundamental freedoms as recognized in the present Covenant;

- (f) In any matter referred to it, the Committee may call upon the States Parties concerned, referred to in subparagraph (b), to supply any relevant information;
- (g) The States Parties concerned, referred to in sub-paragraph (b), shall have the right to be represented when the matter is being considered in the Committee and to make submissions orally and/or in writing;
- (h) The Committee shall, within twelve months after the date of receipt of notice under sub-paragraph (b), submit a report:
 - (i) If a solution within the terms of sub-paragraph (e) is reached, the Committee shall confine its report to a brief statement of the facts and of the solution reached;
 - (ii) If a solution within the terms of sub-paragraph (e) is not reached, the Committee shall confine its report to a brief statement of the facts; the written submissions and record of the oral submissions made by the States Parties concerned shall be attached to the report.

In every matter, the report shall be communicated to the States Parties concerned.

2. The provisions of this article shall come into force when ten States Parties to the present Covenant have made declarations under paragraph 1 of this article. Such declarations

shall be deposited by the States Parties with the Secretary-General of the United Nations, who shall transmit copies thereof to the other States Parties. A declaration may be withdrawn at any time by notification to the Secretary-General. Such a withdrawal shall not prejudice the consideration of any matter which is the subject of a communication already transmitted under this article; no further communication by any State Party shall be received after the notification of withdrawal of the declaration has been received by the Secretary-General, unless the State Party concerned has made a new declaration.

Article 42

- 1.(a) If a matter referred to the Committee in accordance with article 41 is not resolved to the satisfaction of the States Parties concerned, the Committee may, with the prior consent of the States Parties concerned, appoint an ad hoc Conciliation Commission (hereinafter referred to as the Commission). The good offices of the Commission shall be made available to the States Parties concerned with a view to an amicable solution of the matter on the basis of respect for the present Covenant;
- (b) The Commission shall consist of five persons acceptable to the States Parties concerned. If the States Parties concerned fail to reach agreement within three months on all or part of the composition of the Commission, the members of the Commission concerning whom no agreement has been reached shall be elected by secret ballot by a two-thirds majority vote of the Committee from among its members.

2. The members of the Commission shall serve in their personal capacity. They shall not be nationals of the States Parties concerned, or of a State not Party to the present Covenant, or of a State Party which has not made a declaration under article 41.
3. The Commission shall elect its own Chairman and adopt its own rules of procedure.
4. The meetings of the Commission shall normally be held at the Headquarters of the United Nations or at the United Nations Office at Geneva. However, they may be held at such other convenient places as the Commission may determine in consultation with the Secretary-General of the United Nations and the States Parties concerned.
5. The secretariat provided in accordance with article 36 shall also service the commissions appointed under this article.
6. The information received and collated by the Committee shall be made available to the Commission and the Commission may call upon the States Parties concerned to supply any other relevant information.
7. When the Commission has fully considered the matter, but in any event not later than twelve months after having been seized of the matter, it shall submit to the Chairman of the Committee a report for communication to the States Parties concerned:
 - (a) If the Commission is unable to complete its consideration of the matter within twelve months, it shall confine its report to a brief statement of the status of its consideration of the matter;

- (b) If an amicable solution to the matter on the basis of respect for human rights as recognized in the present Covenant is reached, the Commission shall confine its report to a brief statement of the facts and of the solution reached;**
- (c) If a solution within the terms of sub-paragraph (b) is not reached, the Commission's report shall embody its findings on all questions of fact relevant to the issues between the States Parties concerned, and its views on the possibilities of an amicable solution of the matter. This report shall also contain the written submissions and a record of the oral submissions made by the States Parties concerned;**
- (d) If the Commission's report is submitted under sub-paragraph (c), the States Parties concerned shall, within three months of the receipt of the report, notify the Chairman of the Committee whether or not they accept the contents of the report of the Commission.**

- 8. The provisions of this article are without prejudice to the responsibilities of the Committee under article 41.**
- 9. The States Parties concerned shall share equally all the expenses of the members of the Commission in accordance with estimates to be provided by the Secretary-General of the United Nations.**
- 10. The Secretary-General of the United Nations shall be empowered to pay the expenses of the members of the Commission, if necessary, before reimbursement by the States Parties concerned, in accordance with paragraph 9 of this article.**

Article 43

The members of the Committee, and of the ad hoc conciliation commissions which may be appointed under article 42, shall be entitled to the facilities, privileges and immunities of experts on mission for the United Nations as laid down in the relevant sections of the Convention on the Privileges and Immunities of the United Nations.

Article 44

The provisions for the implementation of the present Covenant shall apply without prejudice to the procedures prescribed in the field of human rights by or under the constituent instruments and the conventions of the United Nations and of the specialized agencies and shall not prevent the States Parties to the present Covenant from having recourse to other procedures for settling a dispute in accordance with general or special international agreements in force between them.

Article 45

The Committee shall submit to the General Assembly of the United Nations, through the Economic and Social Council, an annual report on its activities.

PART V

Article 46

Nothing in the present Covenant shall be interpreted as impairing the provisions of the Charter of the United Nations and of the constitutions of the specialized agencies which

define the respective responsibilities of the various organs of the United Nations and of the specialized agencies in regard to the matters dealt with in the present Covenant.

Article 47

Nothing in the present Covenant shall be interpreted as impairing the inherent right of all peoples to enjoy and utilize fully and freely their natural wealth and resources.

PART VI

Article 48

- 1. The present Covenant is open for signature by any State Member of the United Nations or member of any of its specialized agencies, by any State Party to the Statute of the International Court of Justice, and by any other State which has been invited by the General Assembly of the United Nations to become a Party to the present Covenant.**
- 2. The present Covenant is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.**
- 3. The present Covenant shall be open to accession by any State referred to in paragraph 1 of this article.**
- 4. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.**
- 5. The Secretary-General of the United Nations shall inform all States which have signed this Covenant or acceded to it of the deposit of each instrument of ratification or accession.**

Article 49

- 1. The present Covenant shall enter into force three months after the date of the deposit with the Secretary-General of the United Nations of the thirty-fifth instrument of ratification or instrument of accession.**
- 2. For each State ratifying the present Covenant or acceding to it after the deposit of the thirty-fifth instrument of ratification or instrument of accession, the present Covenant shall enter into force three months after the date of the deposit of its own instrument of ratification or instrument of accession.**

Article 50

The provisions of the present Covenant shall extend to all parts of federal States without any limitations or exceptions.

Article 51

- 1. Any State Party to the present Covenant may propose an amendment and file it with the Secretary General of the United Nations. The Secretary-General of the United Nations shall thereupon communicate any proposed amendments to the States Parties to the present Covenant with a request that they notify him whether they favour a conference of States Parties for the purpose of considering and voting upon the proposals. In the event that at least one third of the States Parties favours such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations.**

Any amendment adopted by a majority of the States Parties present and voting at the conference shall be submitted to the General Assembly of the United Nations for approval.

2. Amendments shall come into force when they have been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of the States Parties to the present Covenant in accordance with their respective constitutional processes.
3. When amendments come into force, they shall be binding on those States Parties which have accepted them, other States Parties still being bound by the provisions of the present Covenant and any earlier amendment which they have accepted.

Article 52

Irrespective of the notifications made under article 48, paragraph 5, the Secretary-General of the United Nations shall inform all States referred to in paragraph 1 of the same article of the following particulars:

- (a) Signatures, ratifications and accessions under article 48;
- (b) The date of the entry into force of the present Covenant under article 49 and the date of the entry into force of any amendments under article 51.

Article 53

1. The present Covenant, of which the Chinese, English, French, Russian and Spanish texts

are equally authentic, shall be deposited in the archives of the United Nations.

2. The Secretary-General of the United Nations shall transmit certified copies of the present Covenant to all States referred to in article 48.

1.3 International Covenant on Economic, Social and Cultural Rights

Preamble

The States Parties to the present Covenant,

Considering that, in accordance with the principles proclaimed in the Charter of the United Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Recognizing that these rights derive from the inherent dignity of the human person,

Recognizing that, in accordance with the Universal Declaration of Human Rights, the ideal of free human beings enjoying freedom from fear and want can only be achieved if conditions are created whereby everyone may enjoy his economic, social and cultural rights, as well as his civil and political rights,

Considering the obligation of States under the Charter of the United Nations to promote universal respect for, and observance of, human rights and freedoms,

Realizing that the individual, having duties to other individuals and to the community to which he belongs, is under a responsibility to strive for the promotion and observance of the rights recognized in the present Covenant,

Agree upon the following articles:

PART I

Article 1

- 1. All peoples have the right of self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.**
- 2. All peoples may, for their own ends, freely dispose of their natural wealth and resources without prejudice to any obligations arising out of international economic co-operation, based upon the principle of mutual benefit, and international law. In no case may a people be deprived of its own means of subsistence.**
- 3. The States Parties to the present Covenant, including those having responsibility for the administration of Non-Self-Governing and Trust Territories, shall promote the realization of the right of self-determination, and shall respect that right, in conformity with the provisions of the Charter of the United Nations.**

PART II

Article 2

- 1. Each State Party to the present Covenant undertakes to take steps, individually and through international assistance and co-operation, especially economic and technical, to the maximum of its available resources, with a view to achieving progressively the full**

realization of the rights recognized in the present Covenant by all appropriate means, including particularly the adoption of legislative measures.

2. The States Parties to the present Covenant undertake to guarantee that the rights enunciated in the present Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.
3. Developing countries, with due regard to human rights and their national economy, may determine to what extent they would guarantee the economic rights recognized in the present Covenant to non-nationals.

Article 3

The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant.

Article 4

The States Parties to the present Covenant recognize that, in the enjoyment of those rights provided by the State in conformity with the present Covenant, the State may subject such rights only to such limitations as are determined by law only in so far as this may be compatible with the nature of these rights and solely for the purpose of promoting the general welfare in a democratic society.

Article 5

- 1. Nothing in the present Covenant may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights or freedoms recognized herein, or at their limitation to a greater extent than is provided for in the present Covenant.**
- 2. No restriction upon or derogation from any of the fundamental human rights recognized or existing in any country in virtue of law, conventions, regulations or custom shall be admitted on the pretext that the present Covenant does not recognize such rights or that it recognizes them to a lesser extent.**

PART III

Article 6

- 1. The States Parties to the present Covenant recognize the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and will take appropriate steps to safeguard this right.**
- 2. The steps to be taken by a State Party to the present Covenant to achieve the full realization of this right shall include technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual.**

Article 7

The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:

(a) Remuneration which provides all workers, as a minimum, with:

- (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;**
- (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant;**

(b) Safe and healthy working conditions;

(c) Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;

(d) Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays

Article 8

1. The States Parties to the present Covenant undertake to ensure:

- (a) The right of everyone to form trade unions and join the trade union of his choice, subject only to the rules of the organisation concerned, for the promotion and protection of his economic and social interests. No restrictions may be placed on the**

exercise of this right other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;

- (b) The right of trade unions to establish national federations or confederations and the right of the latter to form or join international trade-union organisations;
- (c) The right of trade unions to function freely subject to no limitations other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;
- (d) The right to strike, provided that it is exercised in conformity with the laws of the particular country.

2. This article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces or of the police or of the administration of the State.
3. Nothing in this article shall authorize States Parties to the International Labour Organisation Convention of 1948 concerning Freedom of Association and Protection of the Right to Organize to take legislative measures which would prejudice, or apply the law in such a manner as would prejudice, the guarantees provided for in that Convention.

Article 9

The States Parties to the present Covenant recognize the right of everyone to social security, including social insurance.

Article 10

The States Parties to the present Covenant recognize that:

- 1. The widest possible protection and assistance should be accorded to the family, which is the natural and fundamental group unit of society, particularly for its establishment and while it is responsible for the care and education of dependent children. Marriage must be entered into with the free consent of the intending spouses.**
- 2. Special protection should be accorded to mothers during a reasonable period before and after childbirth. During such period working mothers should be accorded paid leave or leave with adequate social security benefits.**
- 3. Special measures of protection and assistance should be taken on behalf of all children and young persons without any discrimination for reasons of parentage or other conditions. Children and young persons should be protected from economic and social exploitation. Their employment in work harmful to their morals or health or dangerous to life or likely to hamper their normal development should be punishable by law. States should also set age limits below which the paid employment of child labour should be prohibited and punishable by law.**

Article 11

1. The States Parties to the present Covenant recognize the right of everyone to an adequate standard of living for himself and his family, including adequate food, clothing and housing, and to the continuous improvement of living conditions. The States Parties will take appropriate steps to ensure the realization of this right, recognizing to this effect the essential importance of international co-operation based on free consent.
2. The States Parties to the present Covenant, recognizing the fundamental right of everyone to be free from hunger, shall take, individually and through international co-operation, the measures, including specific programmes, which are needed:
 - (a) To improve methods of production, conservation and distribution of food by making full use of technical and scientific knowledge, by disseminating knowledge of the principles of nutrition and by developing or reforming agrarian systems in such a way as to achieve the most efficient development and utilization of natural resources;
 - (b) Taking into account the problems of both food-importing and food-exporting countries, to ensure an equitable distribution of world food supplies in relation to need.

Article 12

1. The States Parties to the present Covenant recognize the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.
2. The steps to be taken by the States Parties to the present Covenant to achieve the full realization of this right shall include those necessary for:

- (a) The provision for the reduction of the stillbirth-rate and of infant mortality and for the healthy development of the child;**
- (b) The improvement of all aspects of environmental and industrial hygiene;**
- (c) The prevention, treatment and control of epidemic, endemic, occupational and other diseases;**
- (d) The creation of conditions which would assure to all medical service and medical attention in the event of sickness.**

Article 13

- 1. The States Parties to the present Covenant recognize the right of everyone to education. They agree that education shall be directed to the full development of the human personality and the sense of its dignity, and shall strengthen the respect for human rights and fundamental freedoms. They further agree that education shall enable all persons to participate effectively in a free society, promote understanding, tolerance and friendship among all nations and all racial, ethnic or religious groups, and further the activities of the United Nations for the maintenance of peace.**
- 2. The States Parties to the present Covenant recognize that, with a view to achieving the full realization of this right:**
 - (a) Primary education shall be compulsory and available free to all;**
 - (b) Secondary education in its different forms, including technical and vocational**

- secondary education, shall be made generally available and accessible to all by every appropriate means, and in particular by the progressive introduction of free education;
- (c) Higher education shall be made equally accessible to all, on the basis of capacity, by every appropriate means, and in particular by the progressive introduction of free education;
- (d) Fundamental education shall be encouraged or intensified as far as possible for those persons who have not received or completed the whole period of their primary education;
- (e) The development of a system of schools at all levels shall be actively pursued, an adequate fellowship system shall be established, and the material conditions of teaching staff shall be continuously improved.
3. The States Parties to the present Covenant undertake to have respect for the liberty of parents and, when applicable, legal guardians to choose for their children schools, other than those established by the public authorities, which conform to such minimum educational standards as may be laid down or approved by the State and to ensure the religious and moral education of their children in conformity with their own convictions.
4. No part of this article shall be construed so as to interfere with the liberty of individuals and bodies to establish and direct educational institutions, subject always to the observance of the principles set forth in paragraph 1 of this article and to the requirement

that the education given in such institutions shall conform to such minimum standards as may be laid down by the State.

Article 14

Each State Party to the present Covenant which, at the time of becoming a Party, has not been able to secure in its metropolitan territory or other territories under its jurisdiction compulsory primary education, free of charge, undertakes, within two years, to work out and adopt a detailed plan of action for the progressive implementation, within a reasonable number of years, to be fixed in the plan, of the principle of compulsory education free of charge for all.

Article 15

1. The States Parties to the present Covenant recognize the right of everyone:
 - (a) To take part in cultural life;
 - (b) To enjoy the benefits of scientific progress and its applications;
 - (c) To benefit from the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.
2. The steps to be taken by the States Parties to the present Covenant to achieve the full realization of this right shall include those necessary for the conservation, the development and the diffusion of science and culture.
3. The States Parties to the present Covenant undertake to respect the freedom indispensable for scientific research and creative activity.

4. The States Parties to the present Covenant recognize the benefits to be derived from the encouragement and development of international contacts and co-operation in the scientific and cultural fields.

PART IV

Article 16

- 1. The States Parties to the present Covenant undertake to submit in conformity with this part of the Covenant reports on the measures which they have adopted and the progress made in achieving the observance of the rights recognized herein.**
- 2.(a) All reports shall be submitted to the Secretary-General of the United Nations, who shall transmit copies to the Economic and Social Council for consideration in accordance with the provisions of the present Covenant;**
(b) The Secretary-General of the United Nations shall also transmit to the specialized agencies copies of the reports, or any relevant parts therefrom, from States Parties to the present Covenant which are also members of these specialized agencies in so far as these reports, or parts therefrom, relate to any matters which fall within the responsibilities of the said agencies in accordance with their constitutional instruments.

Article 17

- 1. The States Parties to the present Covenant shall furnish their reports in stages, in accordance with a programme to be established by the Economic and Social Council**

within one year of the entry into force of the present Covenant after consultation with the States Parties and the specialized agencies concerned.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Covenant.
3. Where relevant information has previously been furnished to the United Nations or to any specialized agency by any State Party to the present Covenant, it will not be necessary to reproduce that information, but a precise reference to the information so furnished will suffice.

Article 18

Pursuant to its responsibilities under the Charter of the United Nations in the field of human rights and fundamental freedoms, the Economic and Social Council may make arrangements with the specialized agencies in respect of their reporting to it on the progress made in achieving the observance of the provisions of the present Covenant falling within the scope of their activities. These reports may include particulars of decisions and recommendations on such implementation adopted by their competent organs.

Article 19

The Economic and Social Council may transmit to the Commission on Human Rights for study and general recommendation or, as appropriate, for information the reports concerning human rights submitted by States in accordance with articles 16 and 17, and

those concerning human rights submitted by the specialized agencies in accordance with article 18.

Article 20

The States Parties to the present Covenant and the specialized agencies concerned may submit comments to the Economic and Social Council on any general recommendation under article 19 or reference to such general recommendation in any report of the Commission on Human Rights or any documentation referred to therein.

Article 21

The Economic and Social Council may submit from time to time to the General Assembly reports with recommendations of a general nature and a summary of the information received from the States Parties to the present Covenant and the specialized agencies on the measures taken and the progress made in achieving general observance of the rights recognized in the present Covenant.

Article 22

The Economic and Social Council may bring to the attention of other organs of the United Nations, their subsidiary organs and specialized agencies concerned with furnishing technical assistance any matters arising out of the reports referred to in this part of the present Covenant which may assist such bodies in deciding, each within its field of competence, on the advisability of international measures likely to contribute to the effective progressive implementation of the present Covenant.

Article 23

The States Parties to the present Covenant agree that international action for the achievement of the rights recognized in the present Covenant includes such methods as the conclusion of conventions, the adoption of recommendations, the furnishing of technical assistance and the holding of regional meetings and technical meetings for the purpose of consultation and study organized in conjunction with the Governments concerned.

Article 24

Nothing in the present Covenant shall be interpreted as impairing the provisions of the Charter of the United Nations and of the constitutions of the specialized agencies which define the respective responsibilities of the various organs of the United Nations and of the specialized agencies in regard to the matters dealt with in the present Covenant.

Article 25

Nothing in the present Covenant shall be interpreted as impairing the inherent right of all peoples to enjoy and utilize fully and freely their natural wealth and resources.

PART V

Article 26

1. The present Covenant is open for signature by any State Member of the United Nations or member of any of its specialized agencies, by any State Party to the Statute of the International Court of Justice, and by any other State which has been invited by the

General Assembly of the United Nations to become a party to the present Covenant.

- 2. The present Covenant is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.**
- 3. The present Covenant shall be open to accession by any State referred to in paragraph 1 of this article.**
- 4. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.**
- 5. The Secretary-General of the United Nations shall inform all States which have signed the present Covenant or acceded to it of the deposit of each instrument of ratification or accession.**

Article 27

- 1. The present Covenant shall enter into force three months after the date of the deposit with the Secretary-General of the United Nations of the thirty-fifth instrument of ratification or instrument of accession.**
- 2. For each State ratifying the present Covenant or acceding to it after the deposit of the thirty-fifth instrument of ratification or instrument of accession, the present Covenant shall enter into force three months after the date of the deposit of its own instrument of ratification or instrument of accession.**

Article 28

The provisions of the present Covenant shall extend to all parts of federal States without any limitations or exceptions.

Article 29

- 1. Any State Party to the present Covenant may propose an amendment and file it with the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate any proposed amendments to the States Parties to the present Covenant with a request that they notify him whether they favour a conference of States Parties for the purpose of considering and voting upon the proposals. In the event that at least one third of the States Parties favours such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of the States Parties present and voting at the conference shall be submitted to the General Assembly of the United Nations for approval.**
- 2. Amendments shall come into force when they have been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of the States Parties to the present Covenant in accordance with their respective constitutional processes.**
- 3. When amendments come into force they shall be binding on those States Parties which have accepted them, other States Parties still being bound by the provisions of the present Covenant and any earlier amendment which they have accepted.**

Article 30

Irrespective of the notifications made under article 26, paragraph 5, the Secretary-General of the United Nations shall inform all States referred to in paragraph 1 of the same article of the following particulars:

- (a) Signatures, ratifications and accessions under article 26;
- (b) The date of the entry into force of the present Covenant under article 27 and the date of the entry into force of any amendments under article 29.

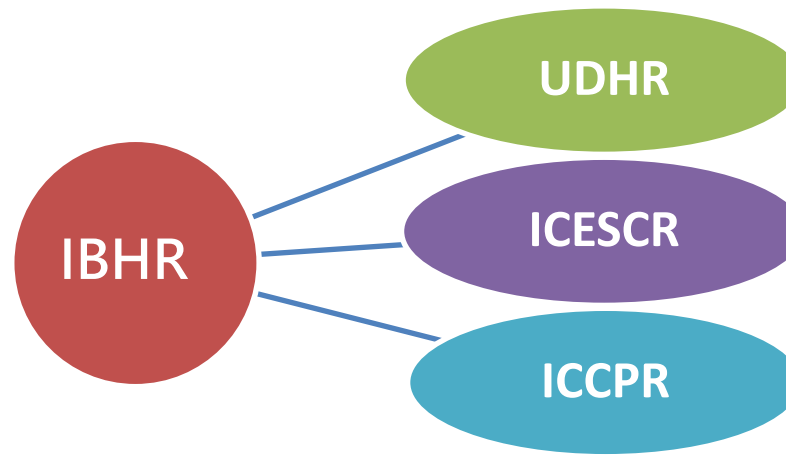
Article 31

1. The present Covenant, of which the Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited in the archives of the United Nations.
2. The Secretary-General of the United Nations shall transmit certified copies of the present Covenant to all States referred to in article 26.

1.4 International Bill of Human Rights

The International Covenant on Economic Social and Cultural Rights (ICESCR), and the International Covenant on Civil and Political Rights (ICCPR). These are often referred to as “the International Covenants.”

The Universal Declaration of Human Rights (UDHR) and these two Covenants are known as the International Bill of Human Rights.



ICESCR	ICCPR
<ul style="list-style-type: none"> •Freedom from discrimination •Right to equality between men and women •Right to life •Freedom from torture •Freedom from slavery •Right to liberty and security of person •Right to be treated with humanity in detention •Freedom of movement •Freedom of non-citizens from arbitrary expulsion •Right to fair trial •Right to recognition before the law 	<ul style="list-style-type: none"> •Freedom from discrimination •Right to equality between men and women •Right to work •Freedom to choose and accept work •Right to just and favourable conditions at work •Right to form trade unions •Right to strike •Right to social security •Right of mothers to special protection before and after birth •Freedom of children from social and economic exploitation

- Right to privacy
- Freedom of religion and belief
- Freedom of expression
- Right of peaceful assembly
- Freedom of association
- Right to marry and found a family
- Right of children to birth registration and a nationality
- Right to participate in public affairs
- Right to equality before the law
- Minority rights

- Right to an adequate standard of living
- Freedom from hunger
- Right to health
- Right to education
- Freedom of parents to choose schooling for their children
- Right to take part in cultural life
- Right to enjoy benefits of science
- Right of authors to moral and material interests from works
- Freedom to undertake scientific research and creative activity

The Core Instruments that provide the foundational legal framework for international human rights.

1. International Convention on the Elimination of All Forms of Racial Discrimination
2. Convention on the Elimination of All Forms of Discrimination against Women
3. Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography
4. Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
5. Convention on the Rights of the Child

- 6. Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment**
- 7. International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families**
- 8. International Convention for the Protection of All Persons from Enforced Disappearance**
- 9. Convention on the Rights of Persons with Disabilities**

1.5 Organisations and Human Rights

Human rights are the basic rights to which all human beings are entitled. There are two broad categories of human rights. The first category concerns civil and political rights and includes but not limited to such rights as the right to life and liberty, equality before the law and freedom of expression. The second category concerns economic, social and cultural rights and includes but not limited to such rights as the right to work, the right to food, the right to the highest attainable standard of health, the right to education and the right to social security.

The primacy of human rights has been emphasized by the international community in the International Bill of Human Rights (IBHR) and the Core Instruments that provide the foundational legal framework for international human rights.

All the organisations will benefit from a social and international order in which the rights and freedoms can be fully realized. While most human rights law relates to relationships

between the state and individuals, it is widely acknowledged that non-state organisations can affect individuals' human rights, and hence have a responsibility to respect them.

1.6 Human Rights and ESG

Recognition and respect for human rights have been regarded as essential to the rule of law and to concepts of social justice and fairness and as the basic underpinning of the most essential institutions of society such as the judicial system.

States have the duty and responsibility to respect, protect and fulfil human rights, as well as non-state organisations also have the duty and responsibility to respect, protect and fulfil human rights, including within their sphere of influence.

2 Principles and Considerations (ISO26000-6.3.2)

2.1 Principles

Human rights are inherent, inalienable, universal, indivisible and interdependent:

- Human rights are inherent, in that human rights belong to every person by virtue of being human;
- Human rights are inalienable, in that people cannot consent to giving them up or be deprived of them by governments or any other institution;

- Human rights are universal, in that human rights apply to everyone regardless of any status;
- Human rights are indivisible, in that no human rights may be selectively ignored; and
- Human rights are interdependent, in that realization of one human right contributes to the realization of other human rights .

2.2 Considerations

States have the duty and responsibility within their jurisdiction to protect individuals and groups against abuse of human rights as well as to respect and fulfil individuals and groups human rights. States are increasingly taking steps to encourage organisations within their jurisdiction to respect human rights, even those organisations operate outside their jurisdiction.

It is widely recognized that organisations and individuals have the potential and actual impact on human rights, directly and indirectly. Organisations have the duty and responsibility to respect all human rights, regardless of whether the state where those organisations in the state's jurisdiction is unable or unwilling to fulfil its duty and responsibility to protect human rights. Respecting human rights means, in the first place, to not infringe the rights of others. The duty and responsibility includes taking positive steps to ensure that organisations avoid passive acceptance or active participation in the

infringement of human rights. To discharge the duty and responsibility to respect human rights requires due diligence. Where if the state fails in the duty and responsibility to protect human rights, organisations should be especially vigilant to ensure that meet the duty and responsibility to respect human rights. Human rights due diligence may indicate he need to take actions beyond those required for the normal course of business.

The baseline duty and responsibility of non-state organisations is to respect human rights. However, organisations may face the expectation of stakeholders that go beyond respect and even may want to contribute to the fulfilment of human rights.

Organisations' greatest opportunities to support human rights will often be among their own operations and employees. In addition, organisations will have opportunities to work with their suppliers, peers or other organisations and the broader society. In some cases, organisations may wish to increase their influence through cooperation with other organisations and individuals. The assessments of opportunities for action and for greater influence will depend on the specific circumstances, some specific to the organisations, and some specific to the contexts in which they are operating. However, organisations should always consider the potential for negative or unintended consequences when seeking to influence other organisations.

Organisations should consider facilitating human rights education in order to promote awareness of human rights among rights holders and those with the potential to have impacts on them.

3 Human rights issue 1: Due diligence (ISO26000-6.3.3)

3.1 Description of the issue

In order to respect human rights, organisations have the duty and responsibility to exercise due diligence to identify, prevent and address the actual or potential human rights impacts of their activities or the activities which they have relationships. Due diligence can also alert organisations of their obligations and responsibilities to influence the behavior of others, where these behaviors may be the cause of human rights violations in which the organisation may be implicated.

3.2 Relevant actions and expectations

Because due diligence applies to all core topics, including human rights. The specific human rights due diligence process should, in a manner that is appropriate to the organisation's size and circumstances, including the following components:

- the human rights policy for the organisation provides meaningful guidance for those within the organisation and those closely linked to the organisation;
- means to assess how existing and proposed activities affect human rights;
- means to integrate the human rights policies throughout the organisation;
- means to track performance over time, to be able to make necessary adjustments in priorities and approach; and
- actions to address the negative impact of their decisions and activities.

4 Human rights issue 2: Human rights risk situations (ISO26000-6.3.4)

4.1 Description of the issue

There are certain circumstances and environments where organisations are more likely to face challenges and dilemmas related to human rights, and in which the risk of human rights abuse may be exacerbated. These include:

- conflict or extreme political instability, failure of democratic or judicial system, absence of political or civil rights;
- poverty, drought, extreme health challenges or natural disasters;
- involvement in extractive or other activities that may significantly affect natural resources such as water, forests or atmosphere or disrupt communities;
- proximity of operations to communities of indigenous peoples;
- activities that may affect or involve children;
- corruption culture;

4.2 Related actions and expectations

organisations should take particular care in dealing with situations characterized above. These situations may require the enhanced process of due diligence to ensure respect for human rights. For example, could be done through the independent human rights impact assessment.

When operating in environments in which one or more of these circumstances apply, organisations are likely to face with difficult and complex judgments about how to conduct themselves. Although there may be no simple formula or solution, organisations should base the decisions on the primary responsibility to respect human rights, and should also contribute to promoting and defending the overall fulfilment of human rights.

In responding, organisations should consider the potential consequences of these actions in order to actually achieve the desired objective of respecting human rights. It is particularly important not to compound or create other abuses. Situation's complexity should not be used as an excuse for inaction.

5 Human rights issue 3: Avoidance of complicity (ISO26000-6.3.5)

5.1 Description of the issue

Complicity has both legal and non-legal meanings.

In the legal context, complicity has been defined in some jurisdictions as acts or omissions that having substantial effect on the commission of illegal acts such as crime, while having knowledge of, or intent to contribute to, that illegal acts. Complicity is associated with the concept of aiding and abetting illegal acts or omissions. In the non-legal context, complicity derives from broad societal expectations of behaviour. In the context, organisations may be considered complicit when assist in the commission of wrongful acts of others that are

inconsistent with, or disrespectful of, international norms of behaviour that the organisations, through exercising due diligence, knew or should have known would lead to substantial negative impacts on society, the economy or the environment. organisations may also be considered complicit where stay silent about or benefits from such wrongful acts.

While the boundaries are imprecise and evolving, three forms of complicity can be described.

- Direct complicity : This occurs when organisations knowingly assist in a violation of human rights.
- Beneficial complicity : This involves organisations benefiting directly from human rights abuses committed by someone else. Examples include organisations tolerating action by security forces to suppress a peaceful protest against the decisions and activities or use of repressive measures while guarding the facilities, or organisations benefiting economically from suppliers' abuse of fundamental rights at work.
- Silent complicity : This can involve the failure by organisations to raise with the appropriate authorities the question of systematic or continuous human rights violations, such as not speaking out against systematic discrimination in employment law against particular groups.

5.2 Related actions and expectations

Security arrangements are one prominent area with the potential to create complicity in human rights abuses. In this regard, organisations should verify that the security arrangements respect human rights and are consistent with international norms and standards for law enforcement. Security personnel (employed, contracted or sub-contracted) should be adequately trained, including in adherence to standards of human rights, and complaints about security procedures or personnel should be addressed and investigated promptly and, where appropriate, independently.

Moreover, organisations should exercise due diligence to ensure that they not participating in, assisting or benefiting from human rights violations committed by the public security forces.

In addition, organisations should:

- do not provide goods or services to entities that use them to carry out human rights abuses;
- do not enter into formal or informal partnership or contractual relationship with partners that commit human rights abuses in the context of the partnership or in the execution of the contracted work;
- inform about social and environmental conditions in which purchased goods and services are produced;

- ensure that will not complicit in any displacement of people from their land unless be done in conformity with national laws and international norms, including exploring all alternative solutions, and ensuring affected parties are provided with adequate compensation;
- consider making public statements, or taking other actions indicating that do not condone human rights abuse, such as acts of discrimination, occurring in employment in the country concerned; and
- avoid relationships with entities engaged in anti-social activities. organisations can become aware of, prevent and address risks of complicity by integrating the common features of legal and societal benchmarks into its due diligence processes.

6 Human rights issue 4: Resolving grievances (ISO26000-6.3.6)

6.1 Description of the issue

Even where institutions operate optimally, disputes over the human rights impact of organisations' decisions and activities may occur. Effective grievance mechanisms play important roles in states' duty and responsibility to protect human rights. Equally, to discharge the duty and responsibility to respect human rights, organisations should establish mechanism for those who believe their human rights have been abused to bring to the attention of the organisations and seek redress. The mechanism should not

prejudice access to available legal channels. Non-state mechanisms should not undermine the strengthening of state institutions, particularly judicial mechanisms, but can offer additional opportunities for recourse and redress.

6.2 Related actions and expectations

Organisations should establish, or otherwise ensure the availability of, remedy mechanisms for own use and that of stakeholders. For these mechanisms to be effective, they should be:

- **legitimate** : This includes clear, transparent and sufficiently independent governance structures to ensure that no party to particular grievance process can interfere with the fair management of the process;
- **accessible** : Their existence should be publicized and adequate assistance provided for aggrieved parties who may face barriers to access, such as language, illiteracy, lack of awareness or finance, distance, disability or fear of reprisal;
- **predictable** : There should be clear and known procedures, clear time frame for each stage and clarity as to the types of process and outcome they can and cannot offer, and means of monitoring the implementation of any outcome;
- **equitable** : Aggrieved parties should have access to sources of information, advice and expertise necessary to engage in a fair grievance process;

- **rights-compatible** : The outcomes and remedies should accord with internationally recognized human rights standards;
- **clear and transparent** : Although confidentiality might sometimes be appropriate, the process and outcome should be sufficiently open to public scrutiny and should give due weight to the public interest; and
- **based on dialogue and mediation** : The process should look for mutually agreed solutions to grievances through engagement between the parties. Where adjudication is desired, parties should retain the right to seek this through separate, independent mechanisms.

7 Human rights issue 5: Discrimination and vulnerable groups (ISO26000-6.3.7)

7.1 Description of the issue

Discrimination involves any distinction, exclusion or preference that has the effect of nullifying equality of treatment or opportunity, where that consideration is based on prejudice rather than a legitimate ground. Illegitimate grounds for discrimination include but are not limited to: race, colour, gender, age, language, property, nationality or national origin, religion, ethnic or social origin, caste, economic grounds, disability, pregnancy, belonging to an indigenous people, trade union affiliation, political affiliation

or political or other opinion. Emerging prohibited grounds also include marital or family status, personal relationships and health status such as HIV/AIDS status. The prohibition of discrimination is one of the most fundamental principles of international human rights law.

The full and effective participation and inclusion in society of all groups, including those who are vulnerable, provides and increases opportunities for all organisations as well as the people concerned. Organisations have much to gain from taking an active approach to ensuring equal opportunity and respect for all individuals.

Groups that have suffered persistent discrimination, leading to entrenched disadvantages, are vulnerable to further discrimination, and their human rights should be the focus of additional attention in terms of protection and respect by organisations. While vulnerable groups typically include those mentioned in 7.2, there may be other vulnerable groups in the particular community in which organisations operate.

Discrimination can also be indirect. This occurs when an apparently neutral provision, criterion or practice would put persons with a particular attribute at a disadvantage compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

7.2 Related actions and expectations

Organisations should take care to ensure that it does not discriminate against employees, partners, customers, stakeholders, members and anyone else with whom it has any contact or on whom it can have an impact.

Organisations should examine its own operations and the operations of other parties within its sphere of influence to determine whether direct or indirect discrimination is present. It should also ensure that it is not contributing to discriminatory practices through the relationships connected to its activities. If this is the case organisations should encourage and assist other parties in their responsibility to prevent discrimination. If this is not successful it should reconsider its relations with such organisations. It may, for example, undertake an analysis of typical ways in which it interacts with women, as compared with men, and consider whether policies and decisions in this regard are objective or reflect stereotyped preconceptions. It may wish to seek advice from local or international organisations with expertise in human rights. Organisations may be guided by the findings and recommendations of international or national monitoring or investigative procedures.

Organisations should consider facilitating the raising of awareness of their rights among members of vulnerable groups.

Organisations should also contribute to redressing discrimination or the legacy of past

discrimination, wherever practicable. For example, it should strive to employ or do business with organisations operated by people from groups historically discriminated against; where feasible, it should support efforts to increase access to education, infrastructure or social services for groups denied full access.

Organisations can take a positive and constructive view of diversity among the people with whom it interacts. It could consider not only the human rights aspects but also the gains for its own operations in terms of the value added by the full development of multi-faceted human resources and relations.

The following examples of vulnerable groups are described together with specific related actions and expectations:

- **Women and girls** comprise half of the world population, but they are frequently denied access to resources and opportunities on equal terms with men and boys. Women have the right to enjoy all human rights without discrimination, including in education, employment and economic and social activities as well as the right to decide on marriage and family matters and the right to make decisions over their own reproductive health. Organisations' policies and activities should have due regard for women's rights and promote the equal treatment of women and men in the economic, social and political spheres .
- **People with disabilities** are often vulnerable, in part because of misperceptions about

their skills and abilities. Organisations should contribute to ensuring that men and women with disabilities are accorded dignity, autonomy and full participation in society. The principle of non-discrimination should be respected, and organisations should consider making reasonable provisions for access to facilities.

- **Children** are particularly vulnerable, in part because of their dependent status. In taking action that can affect children, primary consideration should be given to the best interests of the child. The principles of the Convention on the Rights of the Child, which include non-discrimination, a child's right to life, survival, development and free expression, should always be respected and taken into account. Organisations should have policies to prevent their employees engaging in sexual and other forms of exploitation of children.
- **Indigenous peoples** can be considered a vulnerable group because they have experienced systemic discrimination that has included colonization, dispossession from their lands, separate status from other citizens, and violations of their human rights. Indigenous peoples enjoy collective rights, and individuals belonging to indigenous peoples share universal human rights, in particular the right to equal treatment and opportunity. The collective rights include: self-determination (which means the right to determine their identity, their political status and the way they want to develop); access to and management of traditional land, water and resources; maintaining and enjoying their

customs, culture, language and traditional knowledge free from discrimination; and managing their cultural and intellectual property. Organisations should recognize and respect the rights of indigenous peoples when carrying out their decisions and activities. Organisations should recognize and respect the principle of non-discrimination and the rights of individuals belonging to an indigenous people when carrying out decisions and activities.

- **Migrants, migrant workers and their families** may also be vulnerable owing to their foreign or regional origin, particularly if they are irregular or undocumented migrants. Organisations should respect their rights and contribute to promoting a climate of respect for the human rights of migrants, migrant workers and their families.
- **People discriminated against on the basis of descent, including caste.** Hundreds of millions of people are discriminated against because of their hereditary status or descent. This form of discrimination is based on a history of rights abuse justified by the wrongful notion that some people are considered unclean or less worthy because of the group into which they are born. Organisations should avoid such practices and, where feasible, seek to contribute to eliminating these prejudices.
- **People discriminated against on the basis of race.** People are discriminated against because of their race, cultural identity and ethnic origin. There is a history of rights abuse justified by the wrongful notion that some people are inferior because of their skin

colour or culture. Racism is often present in regions with a history of slavery or oppression of one racial group by another.

8 Human rights issue 6: Civil and political rights (ISO26000-6.3.8)

8.1 Description of the issue

Civil and political rights include absolute rights such as the right to life, the right to a life with dignity, the right to freedom from torture, the right to security of person, the right to own property, liberty and integrity of the person, and the right to due process of law and a fair hearing when facing criminal charges. They further include freedom of opinion and expression, freedom of peaceful assembly and association, freedom to adopt and practise a religion, freedom to hold beliefs, freedom from arbitrary interference with privacy, family, home or correspondence, freedom from attacks on honour or reputation, the right of access to public services and the right to take part in elections

8.2 Related actions and expectations

Organisations should respect all individual civil and political rights. Examples include, but are not limited to, the following:

- life of individuals;
- freedom of opinion and expression. Organisations should not aim to suppress anyone's views or opinions, even when the person expresses criticism of the organisations

- internally or externally;
- freedom of peaceful assembly and of association;
- freedom to seek, receive and impart information and ideas through any means, regardless of national borders;
- the right to own property, alone or in association with others, and freedom from being arbitrarily deprived of property; and
- access to due process and the right to a fair hearing before any internal disciplinary measure is taken. Any disciplinary measure should be proportionate and not involve physical punishment or inhuman or degrading treatment.

9 Human rights issue 7: Economic, social and cultural rights (ISO26000-6.3.9)

9.1 Description of the issue

Every person, as a member of society, has economic, social and cultural rights necessary for his or her dignity and personal development. These include the right to: education; work in just and favourable conditions; freedom of association; an adequate standard of health; a standard of living adequate for the physical and mental health and well-being of himself or herself and his or her family; food, clothing, housing, medical care and necessary social protection, such as security in the event of unemployment, sickness,

disability, death of spouse, old age or other lack of livelihood in circumstances beyond his or her control; the practice of a religion and culture; and genuine opportunities to participate without discrimination in decision making that supports positive practices and discourages negative practices in relation to these rights.

9.2 Related actions and expectations

To respect these rights, organisations have the duty and responsibility to exercise due diligence to ensure that it does not engage in activities that infringe, obstruct or impede the enjoyment of such rights. The following are examples of what organisations should do to respect these rights. Organisations should assess the possible impacts of their decisions, activities, products and services, as well as new projects, on these rights, including the rights of the local population. Further, it should neither directly nor indirectly limit or deny access to an essential product or resource, such as water. For example, production processes should not compromise the supply of scarce drinking water resources.

Organisations should, where appropriate, consider adopting or maintaining specific policies to ensure the efficient distribution of essential goods and services where this distribution is endangered.

Socially responsible organisations could also contribute to the fulfilment of such rights, when appropriate, while keeping in mind the different roles and capacities of governments and other organisations related to the provision of these rights.

Organisations may consider, for example:

- facilitating access to, and where possible providing support and facilities for, education and lifelong learning for community members;
- joining efforts with other organisations and governmental institutions supporting respect for and realization of economic, social and cultural rights;
- exploring ways related to their core activities to contribute to the fulfilment of these rights; and
- adapting goods or services to the purchasing ability of poor people.

Economic, social and cultural rights, as with any other right, should also be considered in the local context.

10 Human rights issue 8: Fundamental principles and rights at work (ISO26000-6.3.10)

10.1 General

Fundamental principles and rights at work are focused on labour issues. They have been adopted by the international community as basic human rights and as such are covered in the human rights section.

10.2 Description of the issue

The International Labour Organisation (ILO) has identified fundamental rights at work .

These include:

- freedom of association and effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination regarding employment and occupation.

10.3 Related actions and expectations

Although these rights are legislated for in many jurisdictions, organisations should independently ensure that it addresses the following matters:

- **freedom of association and collective bargaining** : Workers and employers, without distinction whatsoever, have the right to establish and, subject only to the rules of the organisations concerned, to join organisations of their own choosing without previous authorization. Representative organisations formed or joined by workers should be recognized for purposes of collective bargaining. Terms and conditions of employment may be fixed by voluntary collective negotiation where workers so choose. Workers' representatives should be given appropriate facilities that will enable them to do their work effectively and allow them to perform their role without interference. Collective agreements should include provisions for the settlement of disputes. Workers' representatives should be provided with information required for meaningful negotiations.

- **forced labour** : Organisations should not engage in or benefit from any use of forced or compulsory labour. No work or service should be exacted from any person under the threat of any penalty or when the work is not conducted voluntarily. Organisations should not engage or benefit from prison labour, unless the prisoners have been convicted in a court of law and their labour is under the supervision and control of a public authority. Further, prison labour should not be used by private organisations unless performed on a voluntary basis, as evidenced by, among other things, fair and decent conditions of employment.
- **equal opportunities and non-discrimination** : Organisations should confirm that its employment policies are free from discrimination based on race, colour, gender, religion, national extraction, social origin, political opinion, age, or disability. Emerging prohibited grounds also include marital or family status, personal relationships, and health status such as HIV/AIDS status. These are in line with the general principle that hiring policies and practices, earnings, employment conditions, access to training and promotion, and termination of employment should be based only on the requirements of the job. Organisations should also take steps to prevent harassment in the workplace by:
 - regularly assessing the impact of its policies and activities on promotion of equal opportunities and non-discrimination;

- taking positive actions to provide for the protection and advancement of vulnerable groups; this might include establishing workplaces for persons with disabilities to help them earn a living under suitable conditions, and establishing or participating in programmes that address issues such as promotion of employment for youth and older workers, equal employment opportunities for women and more balanced representation of women in senior positions.
- **child labour** : The minimum age for employment is determined through international instruments. Organisations should not engage in or benefit from any use of child labour. If organisations have child labour in its operations or within its sphere of influence, it should, as far as possible, ensure not only that the children are removed from work, but also that they are provided with appropriate alternatives, in particular, education. Light work that does not harm a child or interfere with school attendance or with other activities necessary to a child's full development (such as recreational activities) is not considered child labour.

Child labour

ILO Conventions provide the framework for national law to prescribe a minimum age for admission to employment or work that must not be less than the age for completing compulsory schooling, and in any case not less than 15 years. In countries where economic and educational facilities are less well developed, the minimum age may be as low as 14

years. Exception may also be made from 13 or 12 years for “light work”. The minimum age for hazardous work — work that is likely to harm the health, safety or morals of the child as a consequence of its nature or the circumstances under which it is carried out — is 18 years for all countries (see table below).

The term “child labour” should not be confused with “youth employment” or “student work”, which may be both legitimate and desirable if performed as part of a genuine apprenticeship or training programme that complies with applicable laws and regulations. Child labour is a form of exploitation that is a violation of a human right. Child labour damages a child's physical, social, mental, psychological and spiritual development. Child labour deprives boys and girls of their childhood and their dignity. They are deprived of an education and may be separated from their families. Children who do not complete their basic education are likely to remain illiterate and never acquire the skills needed to get a job that enables them to contribute to the development of a modern economy. Consequently child labour results in under-skilled, unqualified workers and jeopardizes future improvements of skills in the workforce and future economic and social development. Child labour may also deprive youth and adult workers of work, and depress wages.

Organisations should make efforts to eliminate all forms of child labour. Efforts to eliminate the worst forms of child labour should not be used to justify other forms of child

labour. Organisations should analyse the different circumstances of girls and boys and the different ways in which children from ethnic populations or populations that are discriminated against are affected, so that preventive and corrective measures can be targeted and effective. When children below the legal working age are found in the workplace, measures should be taken to remove them from work. To the extent possible, organisations should help the child who has been removed from the workplace and his or her family to access adequate services and viable alternatives to ensure that he or she does not end up in the same or a worse situation, either working elsewhere or being exploited. Effectively eliminating child labour requires broad collaboration in society. Organisations should co-operate with other organisations and government agencies to release children from work into free, full-time and quality education.

	Developed countries	Developing countries
Regular work	at least 15 years	at least 14 years
Hazardous work	18 years	18 years
Light work	13 years	12 years

11 Human Rights - Commitment

Does have a publicly available, company-specific policy in place for commitment to respect human rights in accordance with the UN Guiding Principles on Business and Human Rights or other internationally accepted standards?

VPT's Responsibility Policy of Respecting Human Rights

One, Basis: United Nations Guiding Principles on Business and Human Rights.

Two, Foundational Principles

- 1, Business enterprises should respect human rights. : Should comply with the human rights protection laws and regulations in various countries and regions to avoid violations of the human rights of others, and when enterprises are involved in human rights issues, adequate measures should be taken to implement prevention, mitigation and, where appropriate, remediation, in order to eliminate adverse human rights impacts.
- 2, The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the “International Bill of Human Rights” : a) Right to life; b) freedom from torture and inhuman treatment; c) freedom from slavery and forced labor; d) freedom from imprisonment for debt; e) prohibition of retroactivity of criminal law; f) right of

personality before law; g) freedom of thought, conscience and religion ; and the principles concerning fundamental rights set out in the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work” : a) Freedom of association and collective bargaining; b) Free choice of employment and prohibition of forced labor; c) Equal employment and equal remuneration for men and women for equal work; d) Prohibition of the use of child labor; e) Reasonable working conditions (including wages, working hours, rest, vacation and occupational safety and health).

3, the responsibility to respect human rights requires that business enterprises:

- (a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur;
- (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

4, the responsibility of enterprises to respect human rights should be fully and equally applied to all operating positions, all departments, all business areas and all group companies.

5, In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including:

- (a) A policy commitment to meet their responsibility to respect human rights;**
- (b) A human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;**
- (c) Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.**

Three, Operational principles

1, Policy commitment

Human Rights Policy Statement

VPT complies with the labor laws and regulations in various countries and regions, supporting and abiding by international human rights conventions such as the “International Bill of Human Rights”, the Guiding Principles of Business and Human Rights of the United Nations and the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work”, we formulate the “VPT's Responsibility Policy of Respecting Human Rights”, which guarantees the following basic rights: a) Freedom of association and collective bargaining; b) Free choice of employment and prohibition of forced labor; c) Equal employment and equal remuneration for men and women for equal work; d) Prohibition of the use of child labor; e) Reasonable working conditions (including wages, working hours, rest, vacation and occupational safety and health).

Statement 1: Support and respect the protection of internationally recognized human rights;

Statement 2: Never go hand in hand with human rights abusers;

Statement 3: Strongly support the freedom of association and recognize the right of collective bargaining;

Statement 4: Eliminate all forms of forced or compulsory labor;

Statement 5: Actual and effective abolition of child labor;

Statement 6: Eliminate discrimination related to work and occupation.

Voltronic Power Technology Corp.

Chairperson cum General Manager:

A handwritten signature in blue ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right.

By HSIEH, JUOR-MING 謝卓明

2, Human Rights Regulations

VPT had formulated the following human rights regulations, which were fully and equally applicable and applied to all operating positions, all departments, all business areas and all group companies:

- (a) Policies and remedial procedures for prohibiting recruitment of child labor**
- (b) Identity Card Identification Management System**
- (c) Protection Management Program for Young Workers**
- (d) Management System and remedial procedures for Prohibiting Discrimination**
- (e) Management System of Special Labor Protection for Female Workers**
- (f) Regulations on the Administration and remedial procedures for Prohibiting Forced Labor**
- (g) Staff Satisfaction Management**
- (h) Employee Suggestions, Appeals System and Procedures**
- (i) Measures for Religious Belief Management**
- (j) Corporate social responsibility management norms**
- (k) Business conduct and ethics**
- (l) Anti slavery and human trafficking programs**
- (m) Rights and obligations of employees**
- (n) Industrial injury management measures**

For suppliers and partners, the special section of "Labor Requirements" in the "Supplier Corporate Social Responsibility Management Agreement" requires that suppliers should implement social responsibility management in accordance with the SA8000 international standard of social responsibility: (a) respect for human rights; (b) prohibit the use of child labor; (c) prohibit forced or compulsory labor; (d) working hours and rest; (e) basic wage

guarantee and social insurance; (f) establish a system to protect employees 'rights and interests; (g) labor contracts; (h) protection of young workers and female workers; (i) punishment measures; (j) no discrimination system or behavior; (k) Respect for employees' right to freedom of association and equal consultation.

3, Human rights risk identification and due diligence process

Human Rights Risk Identification and Due Diligence Procedure

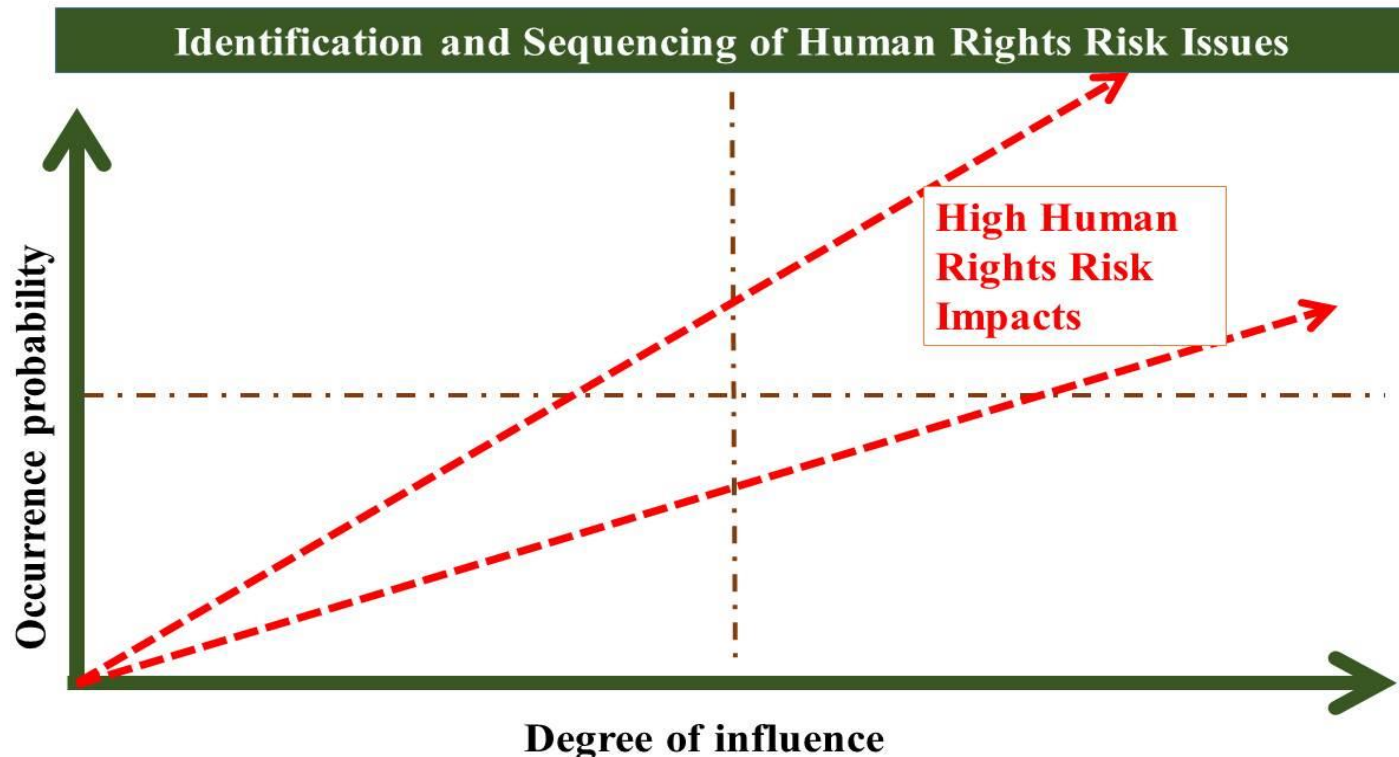
A) Scope: All operating positions, all departments, all business areas and all group companies.

B) Identification and sequencing of human rights issues

Issue Collection Pipeline: Development trends of International Human Rights Issues and Human Rights Issues Report, laws and regulations, complaints and reporting pipes, Employee Satisfaction Survey, etc. These issues include basic human rights, working environment, safety and health.

Review related value chain in company, to identify the possible "stakeholders" of human rights issues, including government agencies, investors, suppliers, employees, customers, etc. Discuss with the corresponding responsible departments and stakeholders to identify human rights issues that have significant negative impacts on different stakeholders (cover negative human rights impacts that may arise or intensify through a company's own activities or that are directly related to its business, products or services

as a result of business relations). Particular attention should be paid to any particular human rights impact on individuals belonging to high-risk, vulnerable or marginalized groups or populations, as well as to the different risks faced by women and men. A risk map of human rights issues with significant negative impacts will be prepared on two axes: probability of occurrence and degree of impact.



C) Human rights due diligence in high-risk projects

Human rights due diligence is conducted on priority human rights risk issues. Identify that such human rights risks had occurred, are about to occur or may occur; and the

causes and sources of such human rights risks that had been, are about to occur or may occur (whether the company causes or contributes to an adverse impact, or whether it is involved solely because the impact is directly linked to its operations, products or services by a business relationship)

D) Cycle

Human rights risk identification and due diligence are carried out on a regular basis every year.

4, drawing up and implementing programmes to eliminate, mitigate or prevent adverse impacts

The company should incorporate the results of impact assessment connecting relevant internal functions and processes and take appropriate action in accordance with the results of human rights due diligence in high-risk projects.

In setting priorities for action to eliminate, mitigate or prevent actual and potential adverse human rights impacts, first seek to prevent those most serious impacts, or slow responses that will lead to irremediable impacts.

(a) Effective integration requires that:

- (i) Responsibility for addressing such impacts is assigned to the appropriate level and function within the company;
- (ii) Internal decision-making, budget allocations and oversight processes enable

effective responses to such impacts.

(b) Appropriate action will vary according to:

- (i) Whether the company causes or contributes to an adverse impact, or whether it is involved solely because the impact is directly linked to its operations, products or services by a business relationship;**
- (ii) The extent of its leverage in addressing the adverse impact.**

5, tracking the effectiveness of the response

In order to verify whether adverse human rights impacts are being addressed, the company should track the effectiveness of the response. Tracking should:

- (a) Be based on appropriate qualitative and quantitative indicators;**
- (b) Draw on feedback from both internal and external sources, including affected stakeholders.**

6, Disclosure of Information

In order to be responsible for how to eliminate human rights impacts, the company should be prepared to publish the relevant information. In all cases, the following should be notified:

- (a) To adopt a form and frequency comparable to the impacts of human rights in the company and to be accessible to the target audiences;**

- (b) Provide adequate information to assess whether company had taken appropriate responses to specific human rights impacts;**
- (c) There will be no further risk to affected stakeholders and personnel or violation of legitimate commercial confidentiality requirements.**

Notices can take various forms, including interpersonal meetings, online dialogues, consultations with affected stakeholders and official public reports. The formal report itself includes traditional annual reports and corporate social responsibility reports, up-to-date online information and comprehensive financial and non-financial reports.

7, Remedies

If the company confirms that had caused or aggravated adverse impacts, should provide remedies through legal procedures or cooperate on remedial issues.

8, Commitment

In all cases, the company shall:

- (a) Compliance with all applicable regulations and respect for internationally recognized human rights;**
- (b) To seek to abide by internationally recognized human rights principles when conflicting demands arise;**
- (c) To regard as a matter of law-abiding the acts that cause or aggravate serious human rights violations.**

☐ **Yes. Have a publicly available policy for our commitments to human rights. The policy covers the following:**

- ☐ **A statement of commitment to respect human rights in accordance with internationally accepted standards**
- ☐ **Requirements for our own operations (employees, direct activities, products or services)**
- ☐ **Requirements for our suppliers**
- ☐ **Requirements for our partners**
- ☐ **Actions and procedures we undertake to meet our commitment**

Human Rights - Due Diligence Process

Has company developed a due diligence process to proactively identify and assess potential impacts and risks relating to respecting human rights?

☐ **Yes, and process covers the following. Provide supporting evidence of a risk mapping or other form of assessment to identify areas of potential risk:**

- ☐ **Risk identification (usually in the form of risk mapping)**
- ☐ **Identification of where potential human rights issues could occur in the own operations**
- ☐ **Identification of where potential human rights issues could occur in the value chain or activities related to business**

- ❑ **Identification of what actual or potential human rights issues could be of concern**
- ❑ **Systematic periodic review of the risk mapping of potential issues**