

ENDORSEMENT OF INTERNATIONAL CONVENTIONS

In framing its policies, the Group has drawn on a number of international conventions, which it endorses. The relevant international organisations and conventions are:

- United Nations (UN);
- International Labour Organisation (ILO);
- UN Universal Declaration of Human Rights (UDHR);
- UN Guiding Principles on Business and Human Rights (UNGPR);
- UN Committee on the Elimination of Discrimination against Women (CEDAW);
- UN International Covenant on Civil and Political Rights (ICCPR);
- UN Convention on the Rights of the Child (UNCRC);
- UN Convention against Torture (UNCAT);
- UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
- UN Declaration on Human Rights Defenders;
- International Covenant on Economic, Social and Cultural Rights (ICESCR);
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD);
- RSPO Guide to Free, Prior and Informed Consent;
- International Union for the Conservation of Nature (IUCN);
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES);
- Convention of Biological Diversity (CBD).

Sustainable and ethical business

- i) *ILO Conventions No. 29 and No. 105*
The Group endorses the abolition of forced or compulsory labour;
- ii) *ILO Convention 87*
The Group endorses the freedom of association and protection of the right to organise;
- iii) *ILO Convention No. 100*
The Group recognizes that the determining rates for remuneration must be consistent amongst all workers on the principle of equal remuneration for men and women workers for work of equal value;
- iv) *ILO Convention No. 111*
The Group promotes the equality of opportunity and treatment in respect of employment and occupation, with a view to eliminate discrimination;
- v) *ILO Convention No. 138*
The Group recognizes the national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work;
- vi) *ILO Convention No. 182*
The Group recognizes the country's commitment in taking immediate action to prohibit and eliminate the worst forms of child labour and establish rights to collective bargaining;
- vii) *UDHR*
The Group recognizes that everyone is entitled to all the rights and freedoms 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;

- viii) *UN Guiding Principles on Business and Human Rights*
The Group recognizes the role of business enterprises as specialised organs of society, are required to comply with all applicable laws and to respect human rights; and that need for rights and obligations should be matched to appropriate and effective remedies when breached;
- ix) *ICESCR*
The Group respects the rights of all people to be recognized 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;
- x) *ICESCR*
The Group respects reproductive rights of women, by not limiting access to contraception; or censoring, withholding or intentionally misrepresenting information about sexual health;
- xi) *ICERD*
The Group endorses the elimination of racial discrimination and the promotion of understanding among all races;
- xii) *CEDAW*
The Group endorses the prohibition of discrimination against women in any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field;
- xiii) *CEDAW*
The Group endorses the prohibition on the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave; obligate maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowance; and provide special protection to women during pregnancy;
- xiv) *ICCPR*
The Group respects the civil and political rights of individuals, including the right to life, freedom of religion, freedom of speech, freedom of assembly, electoral rights and rights to due process and a fair trial;
- xv) *UNCRC*
The Group endorses the civil, political, economic, social, health and cultural rights of children;
- xvi) *UNCAT*
The Group endorses the prevention of torture and other acts of cruel, inhuman, or degrading treatment or punishment of individuals.

Sustainability of local communities

- i) *UNDRIP and ILO Convention No. 169*
The Group endorses the individual and collective rights of Indigenous peoples, as well as their rights to culture, identity, language, employment, health, education and other issues;
- ii) *UN Declaration on Human Rights Defenders*
The Group endorses the right and responsibility of individuals, groups and organs of society to promote and protect universally recognised human rights and fundamental freedoms;

- iii) *RSPO Guide to Free, Prior and Informed Consent*
The Group respects the rights of indigenous peoples and other local communities to be informed and freely (without coercion, intimidation or manipulation) to give or withhold their consent to any project (prior to the project's commencement) affecting their lands, livelihoods and environment;
- iv) *ICESCR*
The Group respects the rights of all people to be recognized 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;
- v) *ICCPR*
The Group respects the civil and political rights of individuals, including the right to life, freedom of religion, freedom of speech, freedom of assembly, electoral rights and rights to due process and a fair trial.

Environmental sustainability

- i) *IUCN*
The Group endorses the prohibition of trade of all protected species in Annex I and Annex II of the IUCN Red List;
- ii) *CITES*
The Group endorses the requirement that the international trade in specimens of wild animals and plants does not threaten the survival of the species in the wild as defined by CITES;
- iii) *CBD*
The Group endorses the conservation of biological diversity, the sustainable use of its components and equitable sharing of benefits arising out of the utilization of genetic resources.

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