

HUMAN RIGHTS POLICY

A FU⁺UREPLUS GUIDE

WHAT IS A HUMAN RIGHTS POLICY?

A Human Rights Policy is a public expression of a company's commitment to **respect internationally recognised human rights** standards within its operations.

It should send a clear signal to internal and external stakeholders that the company has embedded human rights considerations within its operational policies and procedures, and to understand the human rights impacts of the business.

It also signals a commitment to respect human rights and to allocate **management time** and **resources** to developing and implementing a policy.

YOUR POLICY



At a minimum, your Human Rights policy should be aligned with the **United Nations guiding principles** on business and human rights, and the [International Bill of Human Rights](#). It should set out a clear commitment to respecting all internationally recognised human rights that are relevant to your business and operations.

What are Human Rights?

Human Rights are the rights of all human beings – regardless of gender, age, nationality, ethnicity, religion, sexuality, colour, caste, neurodiversity or disability – to live or work freely and without discrimination.

In a business context, human rights should cover:

- Non-discrimination and equality
- Ensuring no child or forced labour exists within your operations
- Freedom of association and collective bargaining / right to strike
- Health and safety
- Working conditions, including fair working hours
- Fair wages and compensation
- No harsh or degrading treatment or harassment
- Accessibility for those with disabilities
- Maternity, paternity, adoption and family leave

WHAT SHOULD THE POLICY COVER?

OPENING STATEMENT



That you understand your responsibility as a business to respect human rights.

EMBEDDING HUMAN RIGHTS



That you embed the responsibility to respect human rights throughout your business operations.

LEADERSHIP



That your leadership team takes a proactive stance on human rights issues.

THE FUNDAMENTALS



That you are committed to ensuring the human rights listed on the previous page of this guide within your organisation.

WHISTLE-BLOWING



That you have a whistle-blowing policy in place should the need arrive for a stakeholder to report a human rights issue.

REVIEW AND AUDIT



That you review the policy regularly and identify any new areas of human rights risk that may arrive.

OTHER THINGS TO CONSIDER

1

Companies that respect human rights may gain **reputational benefits** associated with good human rights practices, e.g., attracting investment, customers, and top-quality recruits

2

Many Human Rights Policies make an **additional pledge** to promote or advance human rights in addition to the minimum requirements to respect them.

3

Companies that are participants of the **United Nations Global Compact** are required to make a public commitment to respect and support human rights and comply with international standards.

NEED MORE HELP?

We can supply a structured template for a Human Rights Policy. We also offer consultancy services if you would like more comprehensive support, for example writing a bespoke Human Rights policy from scratch.

Please let us know if you would like more information – we would be happy to provide a quote for either service:
team@future-plus.co.uk

