


GPR Procurement & Sourcing GPR - 5 AM_GPR_PO_003_03	ArcelorMittal Code for Responsible Sourcing	 ArcelorMittal
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Document information

Short description:

This Code sets out the details of the guiding principles listed in our Responsible Sourcing Policy. It aims to be a clear guide on what ArcelorMittal does and what it expects from its suppliers regarding business conduct and responsible sourcing. For ArcelorMittal, Responsible Sourcing is about ensuring that we have access to the goods and services that our plants need, and in a way that considers social, ethical, and environmental challenges. This approach covers ArcelorMittal's value chain, with a special focus of the sourcing of its input materials.

Scope:

This Code applies to all of ArcelorMittal's suppliers, contractors and their affiliates, and applies to all products and services that ArcelorMittal purchases, with some additional expectations for raw materials suppliers. We expect our suppliers to promote the requirements of this Code within their own supply chain.

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Reference Documents

Reference or date	Title
AM_CC_PO_005_03	Human Rights Policy
AM_ENV_PO_001_01	Environmental Policy
AM_H&S_PO_001_02	AM Safety ST 000 - Health and Safety Policy 2023
AM_CC_PO_003_01	Whistleblower Policy

Validation

Validated by	Position	Validation date
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RAULET-KOVARIKOVA LENKA	Global Procurement & Sourcing	22/04/2024
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Approval

Approved by	Position	Approval date
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RESPONSIBLE SOURCING CODE

I. INTRODUCTION

Our purpose is to produce smarter steels for people and planet.

This Code sets out the details of the guiding principles listed in our Responsible Sourcing Policy. It aims to be a clear guide on what ArcelorMittal does and what it expects from its suppliers regarding business conduct and responsible sourcing. For ArcelorMittal, Responsible Sourcing is about ensuring that we have access to the goods and services that our plants need, and in a way that considers social, ethical, and environmental challenges. This approach covers ArcelorMittal's value chain, with a special focus of the sourcing of its input materials.

Sourcing more responsibly, and with consideration of social and environmental issues, not only minimises negative impacts, but helps raise standards in key areas like working conditions, and health and safety, as well as improving the business climate overall.

As a condition of working with our business, suppliers must comply with all relevant laws, industry regulations, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the Organisation for Economic Co-operation and Development (OECD) Minerals Guidance and the OECD Guidance for Responsible Business Conduct, and ArcelorMittal policies (Responsible Sourcing, Health & Safety, Environment, Human Rights, Whistleblowing). Suppliers should also commit to ResponsibleSteel™ standards. ArcelorMittal will have the same commitment for its own operations.

This Code does not substitute any of the legal requirements, as it is designed to allow for easier referencing of the minimum expectations we have for suppliers. For further information, the rights mentioned on this document will be defined and scoped in Annex 1 of this Responsible Sourcing Code according to legal provisions.

Scope of application: This Code applies to ArcelorMittal's own operations, suppliers, contractors and their affiliates, and applies to all products and services that ArcelorMittal purchases, with some additional expectations for input materials suppliers.

II. WHAT ARCELORMITTAL DOES

To implement the Code, in ArcelorMittal, we:

1. Embed responsible business conduct into policies and management systems by:
 - ✓ Devising, adopting, and disseminating a combination of policies on Responsible Sourcing practices that articulate our commitments to the principles and standards referenced in diverse regulations and our plans for implementing due diligence, which are relevant for our own operations, supply chain and other business relationships.
 - ✓ Including our policies on Responsible Sourcing issues into our oversight bodies and into our management systems so that they are implemented as part of the regular business processes, considering the potential independence, autonomy and legal structure of these bodies that may be foreseen in domestic law and regulations.

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- ✓ Incorporating Responsible Sourcing expectations and policies when engaging with suppliers and other business partners.
- 2. Identify and assess actual and potential adverse impacts and risks associated with the company's operations, products, or services by:
 - ✓ Carrying out in-depth assessments of business relationships to identify and assess specific actual and potential adverse Responsible Sourcing impacts.
 - ✓ Assessing our involvement with the actual or potential adverse impacts identified to determine the appropriate responses.
 - ✓ Prioritising responses to identified risks based on likelihood and severity and moving on to lower risk impacts once the most significant impacts are identified and managed.
- 3. Cease, prevent and mitigate adverse impacts and risks by:
 - ✓ Stopping activities that are causing or contributing to adverse impacts on Responsible Sourcing issues, based on the assessment of our involvement with adverse impacts. Developing and implementing plans that are fit-for-purpose to prevent and mitigate potential adverse impacts.
 - ✓ Based on prioritization, developing, and implementing plans to seek to prevent or mitigate actual or potential adverse impacts on Responsible Sourcing issues which are linked to our operations, products, or services by business relationships. These plans detail the actions we will take, as well as our expectations of our suppliers, buyers, and other business relationships.
 - ✓ Providing remediation mechanisms accessible to all workers, local communities, business partners and suppliers to raise complaints or concerns related to their operations and to guarantee accessibility and non-retaliation to complainants.
- 4. Track the implementation and effectiveness of our due diligence activities, measures to identify, prevent, mitigate and, where appropriate, support remediation of impacts, including with business relationships.
- 5. Communicate externally relevant information on due diligence policies, processes, activities conducted to identify and address actual or potential adverse impacts, including the findings and outcomes of those activities
- 6. If needed, provide training to assist vulnerable suppliers meet its Responsible sourcing commitments, especially in areas such as human rights.
- 7. Provide for or cooperate in remediation by:
 - ✓ When we identify that ArcelorMittal caused or contributed to actual adverse impacts, addressing such impacts by providing for or cooperating in their remediation.
 - ✓ When appropriate, providing for or cooperating with legitimate remediation mechanisms through which impacted stakeholders and rightsholders can raise complaints and seek to have them addressed with the enterprise.

ArcelorMittal commits to diligently engage in preventing and mitigating potential adverse impacts within our value chain, pledging our best efforts towards resolving breaches through proactive and collaborative measures. In cases where the prevention and mitigation measures prove insufficient to address potential and actual adverse impacts, ArcelorMittal reserves the right, as per the applicable laws, to apply the measures it deems pertinent.

ArcelorMittal is also committed to periodically review this Code to ensure its effectiveness over time.

We also expect our suppliers to follow these steps in their own operations, as described below.

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III. WHAT WE EXPECT FROM OUR SUPPLIERS

We expect all suppliers to meet sustainability standards and comply with applicable laws while sharing our commitment to improve people's lives, society, and our environment.

A. Steps for suppliers

A.1 Common steps for suppliers

- 1. Commit to responsible business practices:** Suppliers are required to comply with relevant laws and commit to ArcelorMittal's Responsible Sourcing requirements as a precondition to supply. These requirements are also included in our contracts and purchase order conditions.
- 2. Provide the necessary information:** Suppliers may be required to provide information regarding self-assessments, response to questionnaires, certifications, third party standards for input material suppliers, policies, procedures, or guidelines. Additionally, the supplier will be required to inform the company of any substantial change in this information.
- 3. Cascade the policies:** Suppliers are requested to cascade the Code of Responsible Sourcing requirements to their suppliers, or, at least, require their suppliers to expect similar ESG practices. These requirements are also included in our contracts and purchase order conditions.
- 4. Identify, prevent, and manage your risk:** Suppliers should have a risk management process in place to identify and mitigate potential ESG risks. Where an actual or potential Responsible Sourcing risk has been identified – including any breaches to this Code – suppliers shall communicate them as well as develop and advise about the corrective plans with realistic timelines to address them.
- 5. Training:** Suppliers are required to engage in training, awareness campaigns and communication strategies and cascade it to their own suppliers.
- 6. Remediation and grievance mechanism:** Suppliers are requested to maintain one or more effective remediation mechanisms, accessible to all workers, local communities, business partners and suppliers to raise complaints or concerns related to their operations and to guarantee accessibility, non-retaliation and collaborate to achieve an effective remedy.

A.2 Additional steps for Input Materials suppliers:

The Company is committed to the Initiative for Responsible Mining Assurance (IRMA) and ResponsibleSteel™ standard. ArcelorMittal's vision is to source from suppliers whose location is known and whose policies and practices are aligned to the ResponsibleSteel™ and IRMA standard and other recognized international certifications. This means working towards certification schemes which have developed robust environmental, social and governance standards in partnership with stakeholders and operate site specific certification schemes against that standard.

Our suppliers are requested to use input materials that we can verify have come from a legitimate and sustainable origin, e.g., by using locally available input materials, or alternative production methods. If toxic materials cannot be avoided, they should be handled in the most appropriate and responsible way. We also expect input materials suppliers to follow best practice guidelines in implementing mine closure and dealing with waste and tailings.

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Suppliers of input materials are required to implement a code of conduct or similar instrument that covers at least compliance with applicable laws and regulations; prevention of corruption, bribery, extortion and money laundering; adherence to human and labour rights; protection of worker and local community health and safety; environmental stewardship; responsible sourcing; transparency; collaboration of supplier and customer to improve ESG performance; monitoring of supplier adherence to the code of conduct, and expectations for their suppliers regarding ESG practices.

Suppliers are expected to minimize the adverse social, economic and environmental impacts of site decommissioning and closure.

We also expect our suppliers to ensure that waste rock and tailings are characterized, segregated and stored in accordance with best practice standards to ensure long term chemical and physical stability.

Additionally, regarding conflict minerals, from conflict-affected and high-risk areas we have established processes in accordance with the 'OECD Due Diligence Guidance for Responsible Value Chains of Minerals from Conflict-Affected and High-Risk Areas'. ArcelorMittal expects its concerned suppliers to meet the requirements described in the Conflict Minerals Procedure. In doing so, suppliers will have to map their value chain, and share sourcing information regarding the origin of the material sold to ArcelorMittal.

ArcelorMittal reserves the right to disengage from suppliers that do not meet the requirements of this Code or who cannot provide or commit to an improvement plan if the adverse impact is severe. Severe adverse impact means an adverse environmental or human rights impact that is especially significant by its nature or affects a large number of persons or a large area of the environment, or which is irreversible, or is particularly difficult to remedy as a result of the measures necessary to restore the situation prevailing prior to the impact.

Suppliers Responsible Sourcing performance will be evaluated on a regular basis and will be considered a key indicator in corporate decisions to renew, expand or terminate business relationships,

At ArcelorMittal, we place great value on the significance of supporting local procurement and fostering relationships with the communities in which we conduct our operations. ArcelorMittal will operate fairly and maintain a balanced approach with its suppliers.

B. Adherence to requirements:

1. During registration as a supplier:

- ✓ Agree to company policies and requirements including Responsible Sourcing, Health & Safety, Environment, Human Rights, and Whistleblowing.
- ✓ Agree to external checks including sanction checks, anti-money laundering, anti-bribery, criminal records, environment, and human rights.
- ✓ Some additional information may be required as part of our internal controls.

2. During sourcing events:

- ✓ Additional information may be required as part of our internal controls.
- ✓ External checks including sanction checks, tax compliance, anti-money laundering, anti-bribery and corruption, criminal records, environment and human rights.

3. As part of our ongoing relationship:

- ✓ Adherence with in-supply contracts and purchase order terms and conditions.

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- ✓ Respond to routine requests for information.
- ✓ Partake in regular performance evaluations.

IV. KEY AREAS UNDER THE CODE AND SPECIFIC ACTIONS FOR SUPPLIERS

Some of these issues will vary from industry to industry, and the potential risks will depend on the nature and the origin of the goods and services supplied.

The key areas under this Code are:

- A. Health and Safety
- B. Human Rights and Labour Rights
- C. Environmental Protection
- D. Climate change mitigation and Circular Economy
- E. Ethics and Integrity

A. Health and Safety

Our commitment to the Health and Safety of all employees both on and off the job is a clear component of our brand promise to ‘transform tomorrow’. We work vigorously towards a goal of zero accidents and injuries.

In addition to respecting the rights contained in Annex 1, and meeting the standards of ArcelorMittal’s Health and Safety Policy (available in corporate-media.arcelormittal.com) we expect our suppliers to:

- 1. Implement measures to eliminate all work-related injuries to their workforce and community:** Provide sufficient safety standards in the provision and maintenance of the workplace, workstation and work equipment, to put in place appropriate protective measures to avoid exposure to chemical, physical or biological substances, to prevent excessive physical and mental fatigue, in particular through inappropriate work organization in terms of working hours and rest breaks and to provide adequate training and awareness to employees.
- 2. Identify, evaluate, and eliminate Health & Safety Risks:** We see this as the basis for any well-managed working environment. It includes identifying the potential hazards, assessing who might be harmed, evaluating the risks, developing mitigating actions and regularly reviewing your assessment. We’ll also expect you to have your own Health & Safety Policy and management system, ideally one that conforms to the international Health and Safety Standard, ISO 45001.
- 3. Establish an effective process for preventing injuries and work-related illness:** Building on the health and safety risk assessment and health and safety management system, our suppliers should make sure they have effective preventive processes in place. This may include, for example, providing workers with appropriate personal protective equipment and carrying out annual employee health checks.
- 4. Ensure there is visible leadership and clear accountability on everything related to Health and Safety:** Effective health and safety performance comes from the top; members of senior leadership have both collective and individual responsibility for Health and Safety. Directors and boards need to examine their own behaviours, both individually and collectively, against the guidance given – and, where they see that they fall short of the standards it sets, to change what they do to become more effective leaders in health and safety.

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5. **Give everyone effective training:** Provide clear instructions, information, and adequate training for your employees, including contractors; provide information on hazards and risks, measures in place to deal with those hazards and risks, on how to follow emergency procedures, and keep records of all trained personnel.

B. Human Rights and Labour rights

ArcelorMittal is committed to respect all internationally recognized human rights standards and guidelines and to proactively avoid causing or contributing to adverse human rights impacts by implementing processes to prevent, avoid, mitigate, and remedy human rights impacts to our employees, local communities, and suppliers.

In addition to respecting the Human Rights defined in Annex 1, and meeting the standards of ArcelorMittal's Human Rights Policy (available in corporate-media.arcelormittal.com) we expect our suppliers to:

B.1 Human Rights

1. **Publicly disclose a policy commitment** respecting human rights based the standards set by the UNGP. Supplier could maintain a publicly available standalone human rights policy or include those commitments within relevant policies (i.e human resources, code of conduct, social performance)
2. **Prohibit all forms of Modern Slavery including especially forced or compulsory labour, debt bondage, human trafficking, and other forms of slavery:** This means ensuring appropriate mechanisms to identify, assess and address modern slavery risks. In practice this covers issues like allowing people to end their employment voluntarily and without any kind of penalty and giving everyone clear contracts of employment that cover rights, obligations, notice periods and grievance procedures. Likewise, any loans to employees shouldn't be part of their contract and should be covered by a separate agreement. It is not acceptable for suppliers to cause financial strain on employees by retaining their wages, expenses, or charging them fees during the hiring process. Similarly, suppliers should not hinder the mobility of workers by keeping their identification papers or using coercive tactics.
3. **Abolish child labour and promote child's best interests:** As a standard, we hold our suppliers accountable for maintaining a minimum age of labor that aligns with the highest of either a) national legislation or b) the International Labour Organization (ILO) minimum age convention. For "light work", we require a minimum age of 15 years, while hazardous work must not be performed by individuals under the age of 18 years. We also request our suppliers to promote child's best interest by assuring their well-being, their full potential development, their highest attainable standard of health, social security and adequate standard of living, right to education and their protection from all forms of sexual exploitation and abuse.
4. **Eliminate unlawful discrimination in the workplace and promote freedom of thought, conscience, and religion:** This means treating everyone equally and fairly, regardless of their age, sex, race, gender, religion, political opinions, social origin or handicap and promote freedom of thought, conscience, and religion.
5. **Eradicate harassment and violence, and avoid torture, cruel, inhuman, or degrading treatment:** This means making sure no-one has to face verbal or physical abuse at work, or any kind of behaviour that creates a hostile or intimidating atmosphere. Sexual harassment, torture, cruel, inhuman, and degrading treatment is part of this. We expect all our suppliers to have policies in place to deal with this, and appropriate training for managers.

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B.2 Labour Rights

- Promote freedom of association and the right to collective bargaining:** This means respecting the rights of employees to set up groups or trade unions to promote their rights at work and bargain collectively, and to respect their right to strike. In countries where only state-authorised organisations are allowed, or workers may experience other limitations, we expect our suppliers to make it easy for employees to discuss work-related matters and raise these with management.
- Offer fair compensation and remuneration:** This means making sure that wages are appropriate for the kind of work being done, and the experience of the worker. Wage levels should also take account of local factors like inflation levels. It also includes equal remuneration for work of equal value without distinction of any kind and equal opportunity for everyone to be promoted.
- Uphold fair conditions of work:** This means complying with all relevant employment laws, especially in relation to working hours, overtime, breaks, periodic holidays with pay, remuneration for public holidays, decent living, safe and healthy working conditions.

B.3 Respect communities and indigenous people's rights and avoid involuntary resettlements

- Collaborate with ArcelorMittal to foster the prosperity of local communities,** by aligning the social responsibility of suppliers with our goals of promoting positive effects and pursuing practical opportunities for local development.
- Respect indigenous people's right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands,** territories, waters and coastal seas and other resources and to uphold their responsibilities to future generations in this regard.
- Avoid involuntary resettlement and unlawful taking of land,** forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person.
- Adopt appropriate security arrangements:** ArcelorMittal implements security measures that align with the Voluntary Principles on Security and Human Rights, providing guidance for the safety of their sites, staff, and communities. These principles apply to private and public security forces, including third-party security firms. We require our suppliers to adhere to these same principles

C. Environmental protection

Sustainable steel is the cornerstone of our approach to business, and as part of this we are working hard to improve our environmental performance. We expect our suppliers to do the same, and to encourage similar improvements further down the supply chain.

In addition to respecting the environmental rights contained in our Annex 1, and meeting the standards of our Environment Policy (accessible in our corporate website), we expect our suppliers to:

- Implement an environmental management system:** We expect our suppliers to have their own Environmental Management System, preferably ISO14001 certified or adhere to another internationally recognized standard.
- Efficient use of natural resources, energy, water, and land:** Our suppliers will need to demonstrate that they are making the most efficient use of resources like water and energy and minimising how much waste they produce. We request our

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suppliers to commit to reduce material water consumption in areas at water risk in their own operations and along the upstream and downstream value chain. They should also consider opportunities for an active re-use and recycling programme.

3. **Comply with all relevant environmental laws and regulations:** This would include monitoring and reducing negative impacts, with targets for improvement. Suppliers should have procedures in place to prevent an environmental incident, and to minimise the consequences if one occurs.
4. **Develop more environment-efficient production methods and environmental-friendly products:** This means sustainable sourcing and use of renewable sources, e.g., by using locally available input materials, or employing alternative production methods, as well as using renewable sources. If toxic materials cannot be avoided, they should be handled according to the law, in the most appropriate and responsible way. We also expect input materials suppliers to follow best practice guidelines in implementing mine closure and dealing with waste and tailings.
This covers the whole life cycle of the product, from production to final disposal and recycling.
5. **Involve employees in improving environmental performance:** This is partly about empowering employees and contractors to make suggestions about improvements and partly about ensuring that they have the skills and training they need to implement the environmental policy effectively.
6. **Biodiversity, protected areas, and animal welfare:** Our suppliers may integrate consideration of the conservation and sustainable use of biological resources relating to the use of biological resources to avoid or minimize adverse impacts on biological diversity.

Value chain activities - including input material production and processing – shall protect natural ecosystems and halt conversion, deforestation and forest degradation based on identification and management of natural forests and other natural ecosystems.

We require suppliers to implement standards and best-practice methods to comply with animal welfare along the entire value chain. In general, animal testing must be avoided and alternative methods free of animal testing must be favoured, as long as animal testing is not strictly required by law.

We also request our suppliers to limit procurement from suppliers that cannot demonstrate that they are not contributing to significant damage to protected areas or key biodiversity areas or key biodiversity areas, for example, by obtaining certification.

D. Mitigation to Climate Change and the Circular Economy

ArcelorMittal is committed to protect the right to a sustainable economy and mitigation of climate change.

We are significantly reducing our carbon footprint. By using a strongly collaborative approach, we have developed the industry's broadest and most flexible low- emissions innovation portfolio and we are working to create the conditions needed to make carbon-neutral steel a reality.

We expect our suppliers to also adopt plans to mitigate climate change and promote a circular economy. In addition to respecting the rights referenced in Annex 1, we expect our suppliers to:

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1. **Adopt a plan that aligns their business model and strategy with the Paris Agreement's goals**, to assess the potential climate change risks and impacts associated with the supplier's operations (as listed in Annex 1).
2. **Manage and reduce Greenhouse Gas emissions as far as possible:** At ArcelorMittal we have now adopted an ambitious set of carbon targets with which to lead our sector. We are similarly about the role governance can play in transitioning to net-zero which is why we expect our suppliers to also develop plans to reduce and manage their GHG emissions.
3. **Adopt a plan to ensure that business model and strategy are compatible with the transition to a sustainable economy:** Suppliers are expected to incorporate a circular business model, to the extent possible, into their operations by recycling or reusing waste materials from their production lines to minimize waste sent to landfills.
4. **Incorporate a climate change risk assessment on their own business:** Suppliers are expected to analyse climate adaptation and potential financial impact from physical and transition climate-related risks, such as extreme weather and increased costs from carbon tax,
5. **Comply with applicable laws regarding chemicals, forbidden substances and hazardous waste:** Suppliers shall comply with all applicable laws and regulations regarding the registration, evaluation, and, where necessary, restriction, authorization or notification of chemical substances contained in the end product, or production process according to the statutory requirements that apply to the corresponding market. Suppliers shall also comply with applicable laws related to the prohibition of specific substances as well as proper handling and disposal of hazardous waste.

E. Ethics and Integrity

We are committed to fair and open business practices. This applies to our purchasing practices in general, and also to specific areas that relate particularly to our own sector. For example, we will only use raw materials that we can verify have come from a legitimate and sustainable origin, they are not associated with illegal activities, crime, armed conflict or human rights abuses and we will not source 'conflict minerals'

In addition to compliance with applicable laws and regulations, particularly regarding corruption and fraud prevention as well as anti-trust matters, taxation regulations, data protection and privacy, and export controls, as well as compliance with our Code of Business Conduct, our Anti-Corruption Policy, and our Economic Sanctions Procedure's guidelines, we request our suppliers to:

1. **Have clear governance, monitoring, and internal controls to ensure ethical business practices:** You should have a company-wide code of conduct, including measures to eliminate corruption and address potential conflicts of interest, as well as an appropriate whistle-blowing procedure.
We expect our suppliers to have a board level committee with responsibility for ethics, as well as robust processes for managing and monitoring ethical risks alongside all other operational risks your business might face. For example, have a clear policy and process on managing conflict of interests stemming from their employee's interests in their supply base.
Looking specifically at our suppliers of minerals, we would expect to see clear due diligence procedures to ensure that minerals are not supporting conflict or originate from countries or individuals affected by economic sanctions.
2. **Give everyone effective training:** We expect our suppliers to offer training to all their employees on ethical business practices, and how to report suspected non-compliances. It is helpful to include ethical dilemmas as part of this training.

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Employees should also acknowledge understanding of the code of conduct following the training provided by the company.

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ANNEX I – RIGHTS ON SCOPE

ArcelorMittal is committed to respect Human and Environmental Rights, and we expect our suppliers to do so.

For the sake of clarity, the specific rights on scope under this Code are the following:

RIGHT	DEFINITION
<i>Freedom of thought, conscience, and religion</i>	<p>Everyone has the right to freedom of thought, conscience, and religion; this right includes the prohibition of unequal treatment in employment on the grounds of political opinion, religion, or belief.</p> <p>(Art. 18 Universal Declaration of Human Rights)</p>
<i>Prohibition of unequal treatment in employment</i>	<p>Unequal treatment includes any distinction, exclusion or preference made based on race, colour, sex, religion, political opinion, national extraction, or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.</p> <p>(Art. 3 of the International Labour Organisation Equal Remuneration Convention, 1951, Art. 1 and Art. 2 of the International Labour Organisation Discrimination (Employment and Occupation) Convention, 1958 and Art. 7 of the International Covenant on Economic, Social and Cultural Rights)</p>
<i>Right to freedom of association</i>	<p>Workers are free to form or join trade unions, everyone has the right to freedom of peaceful assembly and association, and everyone has the right to strike, provided that it is exercised in conformity with the laws of the particular country.</p> <p>(Art. 20 of the Universal Declaration of Human Rights, Arts. 21 and 22 of the International Covenant on Civil and Political Rights, Art. 8 of the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization Freedom of Association and Protection of the Right to Organise Convention, 1948 and the International Labour Organization Right to Organise and Collective Bargaining Convention, 1949)</p>
<i>Right to enjoy just and favorable conditions of work</i>	<p>Fair wages and equal remuneration for work of equal value without distinction of any kind, decent living, safe and healthy working conditions, equal opportunity for everyone to be promoted, rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays. (Art. 7 International Covenant on Economic, Social and Cultural Rights)</p>
<i>Adequate living and access to basic services</i>	<p>Prohibition to restrict workers' access to adequate housing, and to restrict workers' access to adequate food, clothing, and water and sanitation in the workplace. 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. Prohibition to restrict workers' access to adequate housing, if the workforce is housed in accommodation provided by the company.</p> <p>(Art. 11 International Covenant on Economic, Social and Cultural Rights)</p>
<i>Occupational health</i>	<p>Not only the absence of disease or infirmity but also physical and mental elements affecting health which are directly related to safety and hygiene at work.</p> <p>(C-155 International Labour Organization Convention 1981)</p> <p>This includes also physical and mental fatigue.</p>
<i>Eviction</i>	<p>People's right to dispose of a land's natural resources and to not be deprived of means of subsistence. The prohibition of unlawful eviction and the prohibition of unlawful taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person.</p> <p>(Art. 1 International Covenant on Civil and Political Rights)</p>

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<i>Right to life and security</i>	<p>Everyone has the right to life, liberty and security of person. (Art. 3 Universal Declaration of Human Rights)</p>
<i>Security forces</i>	<p>Prohibition of hiring or using private or public security forces for the protection of the enterprise's project if, due to a lack of instruction or control on the part of the enterprise, the use of security forces a) is in violation of the prohibition of torture and cruel, inhuman or degrading treatment, b) damages, life or limb, or c) impairs the right to organize and the freedom of association.</p>
<i>Prohibition of torture, cruel, inhuman, or degrading treatment</i>	<p>No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. (Art. 5 Universal Declaration of Human Rights)</p>
<i>Right to liberty and security</i>	<p>No one shall be subjected to arbitrary arrest, detention, or exile. (Art. 9 Universal Declaration of Human Rights)</p>
<i>Prohibition of forced labor</i>	<p>This includes all work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself or herself voluntarily, for example because of debt bondage or trafficking in human beings. (International Labour Organization Forced Labour Convention, 1930 and International Covenant on Civil and Political Rights)</p>
<i>Prohibition of all forms of slavery</i>	<p>No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms. Prohibition of all forms of slavery, practices akin to slavery, serfdom or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation. Prohibition of modern slavery such as debt bondage (work to pay off the debt) or forced marriage. (Art. 4 of the Universal Declaration of Human Rights and Art. 8 of the International Covenant on Civil and Political Rights)</p>
<i>Prohibition of human trafficking</i>	<p>Prohibition of recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Prohibition of the prostitution or other forms of sexual exploitation forced labour or services, slavery, or practices like slavery, servitude, or the removal of organs. (Art. 3 of the Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children)</p>
<i>Right of the child to have his or her best interests</i>	<p>Ensure the child such protection and care as is necessary for his or her well-being, considering the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her, and, to this end, shall take all appropriate legislative and administrative measures. (Art. 3 Convention of the Rights of the Child)</p>
<i>Right of the child to develop to his or her full potential</i>	<p>Recognize that every child has the inherent right to life and ensure to the maximum extent possible the survival and development of the child. (Art. 6 Convention of the Rights of the Child)</p>
<i>Right of the child to the highest attainable standard of health</i>	<p>Recognize the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health. States Parties shall strive to ensure that no child is deprived of his or her right of access to such health care services. (Art. 24 Convention of the Rights of the Child)</p>

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<i>Child's right to social security and an adequate standard of living</i>	Recognize for every child the right to benefit from social security, including social insurance, and shall take the necessary measures to achieve the full realization of this right in accordance with their national law. (Arts. 26 & 27 Convention of the Rights of the Child)
<i>Right to education</i>	Recognize the right of the child to education, and with a view to achieving this right progressively and based on equal opportunity, they shall, in particular make primary education compulsory and available free to all and encourage the development of different forms of secondary education. (Art. 28 Convention of the Rights of the Child)
<i>Right of the child to be protected from all forms of sexual exploitation and sexual abuse and to be protected from being abducted, sold, or moved illegally</i>	Undertake to protect the child from all forms of sexual exploitation and sexual abuse, to prevent the inducement or coercion of a child to engage in any unlawful sexual activity, the exploitative use of children in prostitution or other unlawful sexual practices and the exploitative use of children in pornographic performances and materials. (Arts. 34 & 35 Convention of the Rights of the Child)
<i>Prohibition of the employment of a child under the age at which compulsory schooling is completed and, in any case, is not less than 15 years.</i>	As a minimum to the following: mining and quarrying; manufacturing; construction; electricity, gas, and water; sanitary services; transport, storage and communication; and plantations and other agricultural undertakings mainly producing for commercial purposes but excluding family and small-scale holdings producing for local consumption and not regularly employing hired workers. (Art. 2 (4) and Arts. 4 to 8 of the International Labour Organization Minimum Age Convention, 1973)
<i>Prohibition of worst forms of child labor for children (persons below the age of 18 years)</i>	Recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. (Art. 32 of the Convention on the Rights of the Child and art. 3 of the of the International Labour Organization Worst Forms of Child Labour Convention, 1999)
<i>Indigenous peoples' right to their lands</i>	Indigenous peoples have the right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters and coastal seas and other resources and to uphold their responsibilities to future generations in this regard. (Arts. 25, 26 (1) and (2), 27, and 29 (2) of the United Nations Declaration on the Rights of Indigenous Peoples)
<i>Prohibition of causing any measurable environmental degradation.</i>	Such as harmful soil change, water or air pollution, harmful emissions or excessive water consumption or other impact on natural resources, that impairs the natural bases for the preservation and production of food, or denies a person access to safe and clean drinking water, or makes it difficult for a person to access sanitary facilities or destroys them, or harms the health, safety, the normal use of property or land or the normal conduct of economic activity of a person, or affects ecological integrity, such as deforestation. (Art. 3 of the Universal Declaration of Human Rights, Art. 5 of the International Covenant on Civil and Political Rights and Art. 12 of the International Covenant on Economic, Social and Cultural Rights)
<i>Right to sustainable economy and mitigation of climate change</i>	Companies shall adopt a plan to ensure that the business model and strategy of the company are compatible with the transition to a sustainable economy and with the limiting of global warming to 1.5 degrees in line with the Paris Agreement, that should identify, on the basis of information reasonably available to the company, the extent to which climate change is a risk for, or an impact of, the company's operations. (Art. 2 Paris Agreement)

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<i>Obligation to take the necessary measures related to the use of biological resources</i>	Integrate consideration of the conservation and sustainable use of biological resources relating to the use of biological resources to avoid or minimize adverse impacts on biological diversity. (Art. 10 (b) of the 1992 Convention on Biological Diversity, the Cartagena Protocol and the Nagoya Protocol)
<i>Prohibition to import or export some listed specimens</i>	Listed on Appendix of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) of 3 March 1973
<i>Prohibition of the manufacture of mercury-added products</i>	Prohibition of the manufacture of mercury-added products, use of mercury, and mercury compounds in manufacturing processes listed in Article 4 (1) and Annex A Part I of the Minamata Convention on Mercury of 10 October 2013 (Minamata Convention)
<i>Prohibition of the treatment of mercury waste</i>	To take appropriate measures so that mercury waste is managed in an environmentally sound manner, only recovered, recycled, reclaimed, or directly re-used for a use allowed to, and not transported across international boundaries except for the purpose of environmentally sound disposal. (Art. 11 (3) of the Minamata Convention)
<i>Prohibition of the production and use of chemicals</i>	Measures to reduce or eliminate releases from intentional production and use and eliminate its production and use of the chemicals listed in Article 3 (1) (a) (i) and Annex A of the POPs Convention.
<i>Prohibition of importing a chemical listed</i>	Prohibition of importing a chemical listed in Annex III of the Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade
<i>Prohibition of the production and consumption of specific substances</i>	Prohibition of the production and consumption of specific substances that deplete the ozone layer listed on Vienna Convention for the protection of the Ozone Layer
<i>Prohibition of the handling, collection, storage, and disposal of waste in a manner that is not environmentally sound</i>	Take appropriate measures so that such wastes, including products and articles upon becoming wastes, are handled, collected, transported, and stored in an environmentally sound manner and disposed of in such a way that the persistent organic pollutant content is destroyed or irreversibly transformed. (Art. 6 (1) (d) (i) and (ii) of the POPs Convention)
<i>Prohibition of exports of hazardous waste and other wastes</i>	Wastes that belong to any category contained in Art. 1 (2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 that are subject to transboundary movement shall be "other wastes" for the purposes of this Convention.
<i>Prohibition of the export of hazardous wastes from countries listed</i>	Prohibition of the export of hazardous wastes from countries listed in Annex VII to the Basel Convention to countries not listed in Annex VII.
<i>Prohibition of the import of hazardous wastes</i>	Not permitting hazardous wastes or other wastes to be exported to a non-Party or to be imported from a non-Party. (Art. 4 (5) of the Basel Convention)