

## PRI HUMAN RIGHTS POLICY

The PRI's commitment to respect human rights is integral to [our values](#), our mission and our six Principles that underpin our work and provide an opportunity to contribute to a more sustainable society.

### Human Rights

Human rights are universal and inherent to all human beings. Every person around the world deserves to be treated with dignity and equality, we are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible. Basic rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

### PRI MISSION

We believe that an economically efficient, sustainable global financial system is a necessity for long-term value creation. Such a system will reward long-term, responsible investment and benefit the environment and society as a whole. We reference internationally recognised human rights standards in various aspects of our work as a fundamental ESG issue:

- Policy guidance documents,
- Asset class specific implementation guides,
- The PRI reporting framework, and,
- Collaborative investor engagements on human rights.

The PRI recognises that its greatest potential impacts with regards to human rights is through our work we do to help our signatories implement the Principles. We will continue to promote respect of human rights in the financial sector as a key component of responsible investment and through our business relationships.

### Purpose and objectives

The purpose of this document is to set out how the PRI will respect human rights in our day to day work, and identify how PRI's human rights policy will be implemented.

### Scope

The commitment of this policy applies to all PRI employees, members of the PRI Board and our contractors and suppliers. We believe that everyone who works for the PRI is entitled to work in an environment and under conditions that respect their rights and dignity. We also encourage the same of our business partners.

The PRI recognises its responsibility to respect human rights in accordance with internationally recognised standards. We are committed to respecting human rights as codified under international law in the [International Bill of Human Rights](#), the [UN Global Compact 10 Principles](#) and the [ILO's Declaration on Fundamental Principles and Rights at Work](#)<sup>1</sup>. As an international

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<sup>1</sup> The ILO Declaration includes the principles concerning fundamental rights as enshrined in the eight core conventions, namely, freedom of association and the effective recognition of the right to collective bargaining, the

organisation, we adhere to all applicable laws and regulations wherever we operate. Where national law and international human rights differ, we will aim to follow the higher standard; where they are in conflict, we will seek ways to respect international human rights to the greatest extent possible.

## IMPLEMENTING OUR COMMITMENT TO RESPECT HUMAN RIGHTS

The PRI will implement our commitment in accordance with the [UN Guiding Principles on Business and Human Rights](#). This means that we will:

- Identify, prevent and mitigate human rights impacts throughout our operations as well as in our business relationships.
- Seek to remedy adverse human rights impacts that are caused or contributed by our operations.
- Develop and provide the necessary awareness and training on this policy to make sure our employees have the knowledge to effectively promote respect for human rights.
- Account for how we address our impacts on human rights, and communicate and report on our activities respecting human rights in our Annual Report.

## REMEDY

The provision of effective remedy wherever human rights impacts occur is integral to the PRI's commitment to respect human rights.

### Employees

We encourage our employees to speak up without retribution, about any concerns they may have, through our existing grievance procedure<sup>2</sup>. No retaliatory action will be taken against any employee for raising concerns under this policy. The PRI is committed to investigating, addressing and responding to the concerns of our employees and take appropriate corrective action in response to any violation of human rights.

If you have questions about this policy please speak to your line manager, a representative of the Human Rights Task Force, or Human Resources.

### External stakeholders

Signatories and third parties can bring to our attention any non-compliance or concerns regarding the human rights impacts of PRI's activities by submitting a written complaint to [governance@unpri.org](mailto:governance@unpri.org). There will be a formal written response from the MD within 30 working days.

### Review

Recognising that our identified human rights impacts may develop over time, we will update our Policy and practices to make sure key issues pertinent to our company will be addressed. The Human Rights policy and its implementation will be reviewed annually by the Human Resources and Remuneration committee.

**Approved by the PRI board on 3 March 2017.**

**Related policies :** [Code of ethics](#), [Diversity policy](#), [Procurement policy](#)

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elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

<sup>2</sup> [https://priassociation.sharepoint.com/HR/Shared%20Documents/\(HR%20-%20Grievance%20Procedures\).pdf](https://priassociation.sharepoint.com/HR/Shared%20Documents/(HR%20-%20Grievance%20Procedures).pdf)