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## HUMAN RIGHTS POLICY

### REVISION HISTORY

Revision No.	Description of Changes/Reviews	Author/Editor	Date
1.0	Initial Version	MFCMijares	13 March 2024

### POLICY DOCUMENT REVIEW

This Policy document shall be reviewed periodically after its Effective Date. Review shall be performed:

- Annually
- Semi-Annually
- Quarterly
- Monthly
- As Needed

Attest:

**Gerard H. Brimo (SGD.)**  
Chairman of the Board

**Martin Antonio G. Zamora (SGD.)**  
President and CEO

**Barbara Anne C. Migallos (SGD.)**  
Corporate Secretary

**Georgina Carolina Y. Martinez (SGD.)**  
Chief Governance Officer / Chief Compliance  
Officer

**Jose Bayani D. Baylon (SGD.)**  
Chief Sustainability Officer



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### 1 INTRODUCTION

NAC is committed to upholding and promoting human rights in all aspects of its business and operations in alignment with the 1987 Constitution and in consonance with the relevant principles outlined in the UDHR, GPBHR, UNGC and UNDRIP, and the labor standards set by the ILO which have been ratified/adopted by the Philippine Government. This Policy is centered around fostering a workplace and business environment that respects and protects the fundamental rights and dignity of every individual, irrespective of their race, color, religion, gender, sexual orientation, disability, or any other characteristic protected by applicable laws and regulations.

### 2 DEFINITION OF TERMS

<b>Committee on Human Rights</b>	refers to the body established in Section 6.2.3.
<b>Company or NAC</b>	refers to Nickel Asia Corporation.
<b>DPA</b>	refers to Republic Act No. 10173 or the Data Privacy Act of 2012, including its implementing rules and regulations and applicable issuances of the National Privacy Commission.
<b>Employee</b>	refers to a director, officer, or employee of the Company regardless of status.
<b>ESG</b>	means environment, social, and governance.
<b>Sustainability Roadmap</b>	reflects the Company's commitment to move forward in its sustainability journey and achieving its objective of becoming the premier ESG investment in the country and to be counted among the top 25 Philippine Stock Exchange-listed companies in terms of market capitalization by 2025.
<b>GPBHR</b>	means the UN Guiding Principles on Business and Human Rights <sup>1</sup> .
<b>ICC/IPs</b>	means Indigenous Cultural Communities and Indigenous Peoples.
<b>ILO</b>	means the International Labour Organization.
<b>IPRA</b>	refers to Republic Act No. 8371 or the Indigenous Peoples' Rights Act of 1997, including its implementing rules and regulations and applicable issuances of the National Commission of Indigenous Peoples.
<b>Non-Employee</b>	refers to a business partner, customer, consultant, supplier, vendor, or service provider of, or outsourced personnel assigned or deployed to the Company by outsourced personnel's employer.
<b>Policy</b>	refers to this Human Rights Policy.

<sup>1</sup> [https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf), last accessed on 5 March 2024.

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<b>Sustainability Committee</b>	refers to NAC’s Sustainability Committee established by the Company’s Board of Directors on 4 August 2022, and advises its Board of Directors regarding the establishment and assessment of its Sustainability Roadmap as well as identifies material ESG issues and the impact thereof on relevant stakeholders.
<b>UDHR</b>	means the UN Universal Declaration of Human Rights <sup>2</sup> .
<b>UN</b>	means the United Nations.
<b>UNDRIP</b>	means the UN Declaration on the Rights of Indigenous Peoples <sup>3</sup> .
<b>UNGC</b>	means the UN Global Compact <sup>4</sup> .
<b>UNSDG</b>	means the UN Sustainable Development Goals <sup>5</sup> .

### 3 OBJECTIVES

- 3.1 The Company’s Mission, Vision, and Core Values<sup>6</sup> set the direction of this Policy. The OneNAC Vision<sup>7</sup> approved by NAC’s Board of Directors in 2021 adopted a Sustainability Roadmap that follows the UNSDG (see Annex A). This Policy affirms the Company’s commitment to inclusive, equitable, and sustainable development.
- 3.2 The Company is dedicated to respecting the human rights of its Employees, Non-Employees, communities, ICC/IPs, and all stakeholders affected by its activities, in accordance with the 1987 Constitution, all applicable laws, and relevant principles of the UDHR (Annex B), GPBHR (Annex C), and the UNDRIP (Annex E).
- 3.3 The Company strives to create an inclusive and non-discriminatory environment where diversity is celebrated, and everyone is treated with fairness, equality, and dignity. Further, the Company aims to provide equal opportunities and a supportive atmosphere for all individuals to thrive and reach their full potential.
- 3.4 The Company adheres to the labor standards and core ILO conventions ratified by the Philippine Government (Annex F), including providing fair wages, reasonable working hours, safe and healthy working conditions, the right to freedom of association and collective bargaining, and rejecting forced labor and child labor.

<sup>2</sup> <https://www.un.org/en/about-us/universal-declaration-of-human-rights>, last accessed 5 March 2024.

<sup>3</sup> [https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf), last accessed 5 March 2024.

<sup>4</sup> <https://unglobalcompact.org/what-is-gc/mission/principles>, last accessed 5 March 2024.

<sup>5</sup> <https://sdgs.un.org/goals>, last accessed 5 March 2024.

<sup>6</sup> <https://nickelasia.com/about-us/mission-vision-and-core-values>, last accessed 5 March 2024.

<sup>7</sup> <https://nickelasia.com/investor-relations>, last accessed 5 March 2024.



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- 3.5 NAC respects the rights of freedom of expression, as enshrined in relevant principles of the UDHR. It encourages open dialogue, constructive feedback, and the free exchange of ideas within the organization. The privacy and confidentiality of personal data is likewise protected in accordance with the DPA.
- 3.6 The Company aims to positively contribute to the communities where its operating companies operate, including ICC/IPs, by seeking to engage with local stakeholders, understanding their needs, and addressing any potential human rights impacts that may arise from operations. NAC strives to be a responsible corporate citizen and promotes sustainable development.
- 3.7 NAC expects its Non-Employees to share its commitment to human rights, in accordance with the UDHR, GPBHR, ILO, and UNGC (Annex D) principles and endeavors to work with those who uphold fair labor practices, reject forced labor and child labor, and prioritize the health, safety, and well-being of their employees.
- 3.8 This Policy embodies NAC's commitment to conduct due diligence in identifying, preventing, mitigating, and accounting for how the Company addresses its human rights impact and implements processes that enable the remediation of any adverse human rights impacts the Company or any of its operating companies may cause or to which it may contribute.
- 3.9 In issuing and implementing this Policy, the Company aims to create an inclusive, respectful, and ethical environment that upholds the principles of the UDHR and GPBHR, the labor standards set by the ILO, and the principles of the UNGC, fostering the well-being and dignity of individuals.


## 4 SCOPE

- 4.1 This Policy applies to all Employees.
- 4.2 This Policy is deemed written into the contracts of all Non-Employees.
- 4.3 Where the Company does not have control over a joint-venture, affiliate, or partnership, the Company shall make good faith efforts to require such entity to adopt this Policy or a similar human rights policy.

## 5 PRINCIPLES

- 5.1 Labor Standards
- 5.1.1 The Company is committed to observing the rights of its Employees embodied in the 1987 Constitution and its obligations mandated by the Labor Code hand-in-hand with the appropriate ILO conventions.
- 5.1.2 Employee Rights and Fair Labor Practices

The Company believes that Employees deserve to be treated with integrity and respect, and to this end, it shall promote a work environment of transparency and trust. The

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Company likewise compensates Employees competitively and operates in compliance with applicable wage, work hours, overtime, and benefits laws, in conjunction with applicable international labor standards ratified by the Philippine Government.

5.1.3 Safe and Healthy Workplace

The Company is committed to providing and maintaining a safe, healthy (both for physical and mental health), and productive workplace for all Employees that complies with applicable laws, regulations, and internal policies.

5.1.4 Freedom of Association and Collective Bargaining

The Company respects the principles of freedom of association and collective bargaining and shall keep its channels open for dialogue with Employees, as well as their labor union, if any.

5.1.5 Child Labor

The Company neither engages in nor condones the unlawful employment or exploitation of children.

5.1.6 Forced Labor and Human Trafficking

The Company is committed to preventing and prohibiting forced labor of any kind, including any form of modern-day slavery or human trafficking.


5.2 Freedom of Expression and Privacy

5.2.1 Diversity, Equality, and Inclusion

NAC supports and encourages diversity, equality, and inclusion within its business and the organizations with which it does business by issuing appropriate policies to ensure that workplaces remain free from discrimination or harassment on the basis of culture, sex, gender, race, ethnicity, faith, age, ability, religious or political belief, language, education, and socio-economic background. It is committed to consistent, fair, and impartial treatment of all Employees, eliminating discriminatory practices, and promoting a work environment that is free from harassment, violence, and intimidation through its Policy on Diversity, Inclusivity and Equality, approved by the NAC Board of Directors on 2 June 2023, its Code of Conduct, and all other relevant policies.

5.2.2 Workplace Security

In its drive to maintain a safe workplace conducive to productivity and sustaining harmonious relationships between co-workers, the Company is committed to establishing and continuously enforcing and improving security measures and policies that aim to protect its Employees from violence, harassment, discrimination, and other threats to their person and dignity.

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### 5.2.3 Personal Data Protection

The Company has issued its Personal Data Privacy Governance and Management Manual to ensure compliance with the DPA and to protect personal data that it processes.

## 5.3 Community and ICC/IPs Engagement

### 5.3.1 Rights of ICC/IPs

The Company recognizes and commits to implementing policies and measures that will allow the protection of the rights of ICC/IPs, as well as respect and promote their culture, tradition, and institutions. The Company respects and will uphold the principles set by UNDRIP and is committed to complying with the existing rules and regulations set forth by the IPRA.

### 5.3.2 Community and Stakeholder Engagement

5.3.2.1 The Company gives importance to the rights of communities and ICC/IPs affected by its subsidiaries' operations by providing strategic guidance and direction to urge compliance with this Policy.

5.3.2.2 NAC respects the diversity of views and values of the members of the community. To this end, the Company strives to provide information to Employees, Non-Employees, and other stakeholders to aid them in making informed decisions regarding the implementation or performance of activities without threat or coercion. The Company commits to following the "Do No Harm" principle, during, before, and after community engagement activities.

5.3.2.3 The Company commits to maintaining open communication channels with the members of the community to ensure continuous and meaningful engagement.

5.3.2.4 NAC commits to keeping stakeholders informed and updated on how their feedback influences the outcome of a decision or activity.

## 5.4 Supply Chain Responsibility

5.4.1 The Company shall implement measures to allow its supply chain to operate in a manner that respects human rights stakeholders' rights, and social and economic standards, as well as to promote fair labor practices, competent procurement processes, and minimization of environmental impact. It incorporates transparency, collaboration, and accountability throughout the entire supply chain to create a positive impact on people and the planet.

# 6 IMPLEMENTATION

6.1 The following Centers/Sectors shall have the following responsibilities in the implementation of this Policies:

6.1.1 Human Resources Center



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- 6.1.1.1 Primarily in charge of disseminating this Policy, and any revisions or amendments thereto, to Employees.
  - 6.1.1.2 In charge of collecting relevant information of Employees, as may be required, to allow the Company to monitor compliance with this Policy. It shall also be the repository of all such information and data.
  - 6.1.1.3 Co-leading the development of the implementing rules and guidelines of this Policy in collaboration with the Community Relations Sector, Sustainability Sector, the Supply Chain Management Sector, and such other Centers/Sectors of the Company it may deem necessary.
  - 6.1.1.4 Collaborating with the Community Relations Sector and the Sustainability Sector in developing information education seminars on the principles of human rights championed by this Policy.
  - 6.1.1.5 Taking the lead in employee discipline cases for violations of this Policy that are covered by the Code of Conduct.
  - 6.1.1.6 Regularly coordinating with the Compliance Sector regarding employee discipline cases for the purpose of preparing reports to be submitted to the Sustainability Committee.
- 6.1.2 Sustainability Sector
- 6.1.2.1 Primarily in charge of monitoring all initiatives concerning this Policy.
  - 6.1.2.2 Regularly obtaining and collecting feedback for the improvement of this Policy and its initiatives. It shall also be the repository of all such information and data.
  - 6.1.2.3 Co-leading the development of implementing rules and guidelines of this Policy in collaboration with the Human Resources Center, the Community Relations Sectors, the Supply Chain Management Sector, and such other Centers/Sectors of the Company it may deem necessary.
  - 6.1.2.4 Collaborating with the Human Resources Center and the Community Relations Sector in developing information education seminars on the principles of human rights championed by this Policy.
  - 6.1.2.5 Submitting reports to the Company's Sustainability Committee regarding the developments and progress of the Policy and its initiatives.
  - 6.1.2.6 Taking the lead, in collaboration with all relevant Centers/Sectors, in recommending amendments, supplements, or changes to this Policy and its implementation. Any such change shall be reviewed and endorsed by the Sustainability Committee for approval of the Board.
  - 6.1.2.7 Including this Policy, its implementation, and all initiatives and information relative to it in the Company's sustainability reporting.
- 6.1.3 Compliance Sector
- 6.1.3.1 In charge of monitoring compliance with this Policy.
  - 6.1.3.2 Provide the Sustainability Committee with anonymized reports of all incidents of non-compliance.
  - 6.1.3.3 Regularly coordinating with the Human Resources Center and the Community Relations Sector regarding complaints filed with the Corporate Governance Office

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for the purpose of preparing reports to be submitted to the Sustainability Committee.

6.1.3.4 In coordination with the Sustainability Sector, conducting or causing to be conducted trainings for the Company's Board of Directors and senior management to equip them in identifying and addressing material human rights issues.

6.1.3.5 Making recommendations to strengthen compliance with this Policy in relation to incidents of non-compliance.

### 6.1.4 Corporate Governance Office

6.1.4.1 Receiving complaints related to this Policy and not covered by the Code of Conduct.

6.1.4.2 Regularly coordinating with the Human Resources Center and the Community Relations Sector regarding complaints filed with the Corporate Governance Office for the purpose of preparing reports to be submitted to the Sustainability Committee.

6.1.4.3 Making recommendations to strengthen implementation of the Policy in relation to incidents of non-compliance.

### 6.1.5 Community Relations Sector

6.1.5.1 Primarily in charge of disseminating this Policy, and any revisions or amendments thereto, to the communities and other external stakeholders where the Company's operating companies operate.

6.1.5.2 In charge of collecting relevant information of ICC/IPs as may be required to allow the Compliance Sector to monitor compliance with this Policy. It shall also be the repository of all such information and data.

6.1.5.3 Co-leading the development of the implementing rules and guidelines of this Policy, particularly regarding ICC/IPs, in collaboration with the Human Resources Center, the Sustainability Sector, the Supply Chain Management Sector, and such other Centers/Sectors of the Company it may deem necessary.

6.1.5.4 Collaborating with the Sustainability Sector and the Human Resources Center in developing information education seminars on the principles of human rights, particularly regarding ICC/IPs, championed by this Policy.

### 6.1.6 Supply Chain Management Sector

6.1.6.1 Primarily in charge of disseminating this Policy, and any revisions or amendments thereto, to the supply chain of the Company.

6.1.6.2 In charge of collecting relevant information from the supply chain as may be required to allow the Company to monitor compliance with this Policy. It shall also be the repository of all such information and data.

6.1.6.3 Co-leading the development of implementing rules and guidelines of this Policy, particularly regarding the supply chain, in collaboration with the Human Resources Center, the Sustainability Sector, the Community Relations Sector, and such other Centers/Sectors of the Company it may deem necessary.





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6.1.6.4 Collaborating with the Sustainability Sector in developing information education seminars on the principles of human rights, particularly regarding the supply chain, championed by this Policy.

6.2 In faithful compliance with its commitments, the Company will:

6.2.1 conduct regular due diligence to identify, prevent, mitigate, and account how human rights impacts are addressed.

6.2.2 conduct investigations of allegations that its or its Employees' acts or omissions have adversely affected human rights. It shall act accordingly if such allegations are against Non-Employees.

6.2.3 in the absence of one, implement a grievance mechanism to make possible the raising of concerns or identifying potential adverse effects on human rights allegedly conducted by the Company, its Employees, or Non-Employees, including establishing a Committee on Human Rights composed of the concerned Center/Sector Head, the Community Relations Head, and the Head of Human Resources, as applicable. This committee shall be primarily tasked to collaborate with NAC's stakeholders, monitor and receive complaints to be forwarded to the relevant Center/Sector Head for action, gather information, prepare appropriate reports, and forward such reports with all supporting documents, information, and data required for the conduct of the appropriate action. The Legal Sector shall be called upon to assist in the proceedings.

6.2.4 communicate this Policy to Employees and Non-Employees.


6.3 Implementation of this Policy shall be made in conjunction with the Code of Business Conduct and Ethics and all relevant policies of the Company, such as the Policy on Diversity, Inclusivity and Equality and the Personal Data Governance and Management Manual, as well as all applicable laws, including but not limited to the Labor Code, IPRA, and DPA, and international human rights instruments signed or ratified by the Philippines.

## 7 POLICY VIOLATIONS

7.1 A violation of this Policy may result in a violation of law which can severely and significantly harm NAC in terms of criminal and civil penalties and reputational damage.

7.2 A violation of this Policy shall be penalized in accordance with the Code of Conduct. In the absence of any such provision, the following penalties shall be applied to the violating Employee:

<b>Penalty</b>	
<b>1<sup>st</sup> Offense</b>	<b>2<sup>nd</sup> Offense</b>
Suspension of thirty (30) workdays	Termination of Employment

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- 7.3 Where the violation of this Policy involves an offense which is covered by or for which there is an existing mechanism provided in the Code of Conduct in place at the time of such violation, the complainant or the Committee on Human Rights shall report the violation in accordance with the procedure specified in the Code of Conduct. Where the violation of this Policy is not covered by the Code of Conduct in place at the time of such violation, the violation shall be reported to the Corporate Governance Office in accordance with the Company’s Whistle Blowing Policy<sup>8</sup>. The Company strictly prohibits retaliation against any person who reports in good faith an actual or suspected non-compliance with this Policy. Retaliation is a ground for disciplinary action which may include termination of employment.
- 7.4 In the event a Non-Employee violates this Policy, the Committee on Human Rights or any complainant shall forward the complaint to the relevant Center/Sector Head and the Head of Legal for appropriate action. The Company, through the President, shall have the right to, at its sole discretion and upon recommendation of the Center/Sector Head and the Head of Legal, terminate the contract of said Non-Employee for breach or demand from a Non-Employee’s employer that said Non-Employee be removed from deployment to the Company.
- 7.5 In addition to the penalties provided in the preceding Sections, the Company shall, at all times, be entitled to implement salary or fee deductions, as applicable, to effect restitution in the Company’s favor for damages or penalties incurred without need for obtaining the formal, prior consent of and have the right to exercise any other remedy available to the Company against the erring User.


## 8 OTHER TERMS

- 8.1 The Company shall maintain strict confidentiality of all information relating to any human rights violation in the workplace except as required by law.
- 8.2 The Company reserves the right to suspend, amend, or modify any, some, or the entirety of this Policy upon approval of the Board of Directors.
- 8.3 The Company will regularly assess and review this Policy, as well as its practices, and procedures, to identify areas for improvement and take appropriate actions to strengthen our commitment to human rights.
- 8.4 This Policy was approved by the Board of Directors of Nickel Asia Corporation during its meeting conducted on March 13, 2024, and shall take effect immediately.

-end-

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<sup>8</sup> [https://nickelasia.com/assets/documents/Whistle\\_Blowing\\_Policy.pdf](https://nickelasia.com/assets/documents/Whistle_Blowing_Policy.pdf), last accessed 15 September 2023.

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## Annex A UNSDG

NAC has identified a direct impact on the following UNSDG based on its Sustainability Roadmap:

### ENVIRONMENT

- 6 – Clean Water and Sanitation
- 7 – Affordable and Clean Energy
- 12 – Responsible Consumption and Production
- 13 – Climate Action
- 14 – Life Below Water
- 15 – Life on Land

### SOCIAL

- 3 – Good Health and Well-Being
- 5 – Gender Equality
- 8 – Decent Work and Economic Growth
- 10 – Reduced Inequalities
- 11 – Sustainable Cities and Communities

### GOVERNANCE


- 5 – Gender Equality
- 9 – Industry, Innovation and Infrastructure
- 16 – Peace, Justice and Strong Institutions

BUT such Sustainability Roadmap has a cross-cutting impact on all seventeen (17) UNSDG.<sup>9</sup>

*-nothing follows-*

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<sup>9</sup> 2022 NAC Annual and Sustainability Report, <https://nickelasia.com/assets/documents/NAC22ASR-FA-060923.pdf>, last accessed on 20 September 2023.

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## **Annex B UDHR**

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 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 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; xxx.


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 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 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.

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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.

*-nothing follows-*


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**Annex C  
GPBHR**

The Corporate Responsibility to Respect Human Rights – Foundational Principles

1. Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.
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 and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.
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 business enterprises to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure. Nevertheless, the scale and complexity of the means through which enterprises meet that responsibility may vary according to these factors and with the severity of the enterprise’s adverse human rights impacts.
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.

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**Annex D  
UNGC**

**Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure they are not complicit in human rights abuses.

**Labour**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

**Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;


Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

**Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

*-nothing follows-*

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## **Annex E UNDRIP**

Applicable provisions of the UNDRIP:

Article 1: Indigenous peoples have the right to the full enjoyment, as a collective or as individuals, of all human rights and fundamental freedoms as recognized in the Charter of the United Nations, the Universal Declaration of Human Rights and international human rights law.

Article 2: Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity.

Article 10: Indigenous peoples shall not be forcibly removed from their lands or territories. No relocation shall take place without the free, prior and informed consent of the indigenous peoples concerned and after agreement on just and fair compensation and, where possible, with the option of return.

Article 17: 1. Indigenous individuals and peoples have the right to enjoy fully all rights established under applicable international and domestic labour law.

2. xxx

3. Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and inter alia, employment or salary.

Article 18: Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.

Article 20: 1. Indigenous peoples have the right to maintain and develop their political, economic and social systems or institutions, to be secure in the enjoyment of their own means of subsistence and development, and to engage freely in all their traditional and other economic activities.

2. Indigenous peoples deprived of their means of subsistence and development are entitled to just and fair redress.

Article 26: 1. Indigenous peoples have the right to the lands, territories and resources which they have traditionally owned, occupied or otherwise used or acquired.

2. Indigenous peoples have the right to own, use, develop and control the lands, territories and resources that they possess by reason of traditional ownership or other traditional ownership or other traditional occupation or use, as well as those which they have otherwise acquired.


3. xxx

Article 28: 1. Indigenous peoples have the right to redress, by means that can include restitution or, when this is not possible, just, fair and equitable compensation, for the lands, territories and resources which they have traditionally owned or otherwise occupied or used, and which have been confiscated, taken, occupied, used or damaged without their free, prior and informed consent.

2. Unless otherwise freely agreed upon by the peoples concerned, compensation shall take the form of lands, territories and resources equal in quality, size and legal status or of monetary compensation or other appropriate redress.

*-nothing follows-*



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<b>HUMAN RIGHTS POLICY</b>		

## Annex F ILO

1. The ILO Declaration on Fundamental Principles and Rights at Work<sup>10</sup> sets forth the fundamental rights:
  - a. Freedom of association and the effective recognition of the right to collective bargaining
  - b. The elimination of all forms of forced or compulsory labour
  - c. The effective abolition of child labour
  - d. The elimination of discrimination in respect of employment and occupation
  - e. A safe and healthy working environment
2. The fundamental instruments embodying the abovementioned fundamental rights ratified by the Philippines<sup>11</sup>:
  - a. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), ratified in 1953
  - b. Right to Organise and Collective Bargaining Convention, 1949 (No. 98), ratified in 1953
  - c. Forced Labour Convention, 1930 (No. 29), ratified in 2005
  - d. Abolition of Forced Labour Convention, 1957 (No. 105), ratified in 1960
  - e. Equal Remuneration Convention, 1951 (no. 100), ratified in 1953
  - f. Discrimination (Employment and Occupation) Convention, 1958 (No. 111), ratified in 1960
  - g. Minimum Age Convention, 1973 (No. 138), ratified in 1998
  - h. Worst Forms of Child Labour Convention, 1999 (No. 182), ratified in 2000

*-nothing follows-*

<sup>10</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/normativeinstrument/wcms\\_716594.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf), last accessed 18 September 2023.

<sup>11</sup>

[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:10011::NO:10011:P10011\\_DISPLAY\\_BY,P10011\\_CONVENTION\\_TYPE\\_CODE:1,F](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:10011::NO:10011:P10011_DISPLAY_BY,P10011_CONVENTION_TYPE_CODE:1,F), last accessed 18 September 2023.