

## **Human Rights Policy**

### **1. Introduction**

Evolve – Foundation for International Legal Assistance (Evolve) is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as the charity's policies, practices and procedures. Evolve respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions.

In line with the UN Guiding Principles on Business and Human Rights, Evolve recognises the corporate responsibility to respect these principles and commit to 'know and show' this through on-going human rights due diligence.

Our support of internationally recognised Human Rights is consistent with our dedication to promoting access to justice in Uganda and supporting the communities where we operate.

### **2. Policy Objectives**

The objective of Evolve's documented policies is to provide an overview of expectations for Evolve's trustees, employees, volunteers, and any other individuals who from time to time conduct work on behalf of Evolve (referred to herein as Evolve's 'staff').

In addition, the Human Rights policy exists to:

- 2.1 Inform staff and partners of Evolve's commitment to human rights.
- 2.2 Establish Evolve's commitment to 'know and show' its respect for human rights through on-going human rights due diligence.
- 2.3 Maintain Evolve's high ethical standards.
- 2.4 Contribute to the realisation of human rights globally.

### **3. Policy Scope**

Evolve's Human Rights Policy applies to Evolve's staff in England or Uganda, anyone partnering with Evolve and others acting on Evolve's behalf. This applies to all locations where Evolve conducts its work.

#### 4. Definitions

**Human rights** are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

#### 5. Guidelines

Evolve conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights.

- 5.1 All engagement, employment or work with Evolve is voluntary. We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.
- 5.2 Diversity is embraced at Evolve.
- 5.3 We believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.

In addition to this, Evolve is committed to the following principles:

- 5.4 Evolve respects all human rights.
- 5.5 Evolve commits to conducting on-going human rights due diligence to assess and mitigate potential human rights infringements.
- 5.6 Evolve expects those we work with to respect all human rights.

#### 6. Compliance

Staff are expected to comply with this and all applicable Evolve policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities. Where we have sound reason to believe that our partner organisations infringe Human Rights we reserve the right to cease those relationships as warranted.

Specific to this policy, staff and partners are expected to:

- Never infringe on human rights.
- Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

## **7. References**

This policy reinforces other relevant policies including the No Child or Forced Labour policy, Diversity and Inclusion policy, and the Freedom of Association policy. For further information regarding human rights, please refer to:

- Universal Declaration of Human Rights: <http://www.un.org/en/documents/udhr/>
- International Labour Organisation's Core Conventions: <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>

### **Reviewing the policy**

Evolve's trustees will review this policy every year, or when legislation changes.

Next Review Date: January 2021