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EO100™ Standard Amendment

Principle 2: Human Rights, Social Impact & Community Development

2.7 Human Rights and Security Personnel

Operator shall strive to ensure that security forces providing security in and around the project act in a manner consistent with respect for the human rights of workers, contractors, and communities in line with national laws and international human rights standards.

At the outset of project activities, Operator shall assess the human rights-related security risks in its operating environment to determine the appropriate strength and type of security force. Before engaging security forces, Operator shall agree with the host government the need for and adequate strength and type of security.

Operator shall require that all security personnel guarding its facilities are vetted for their human rights record. Operator shall require that private security personnel and shall make every reasonable effort to ensure that public security personnel are trained on human rights, including the rights of vulnerable populations, and the appropriate use of force as per international standards.

Operator shall have procedures in place for investigating and remediating alleged abuses by security personnel or, where appropriate, for referring the matter to the relevant authorities.

Operators shall actively avoid deploying their own security forces and discourage the host government from deploying armed security forces to respond to peaceful protests affecting the Operator's facilities or activities.

Operator shall engage affected communities at all stages of risk assessment, security planning, and deployment and shall seek to disclose the nature of security arrangements.

Performance Target 1:

Risk Assessment:

Operator has performed a thorough and timely risk assessment in consultation with communities to assess human rights-related security risks in accordance with the Voluntary Principles on Security and Human Rights. Assessments have been carried out as early as possible and are updated regularly as needed.

Where public security forces are used, the Operator has an agreement with the government with regards to the need, strength, and type of security to be provided.

Operator has a policy and procedures in place that effectively avoid deploying their own security forces and discourages the government from deploying armed security forces to respond with force to peaceful protests.

Due Diligence:

Operator, or its contractors, has conducted a review of the human rights records of individuals, firms, and government forces involved in its security arrangements. Where that review has identified that an individual, firm, or public agency has been involved in human rights abuses, the Operator has raised the matter with the security provider or with appropriate public authorities and required that the concerned individuals, firms, or agencies are replaced, or properly trained before they are deployed and closely monitored.

Operator's contractual relationships with security providers ensure that the security personnel will adhere to international norms and standards for law enforcement with regard to human rights and include the right to terminate any contractual relationships for non-compliance.

If the Operator is required to use public security forces, the Operator has taken all reasonable steps to remove individuals from units known for human rights abuses and monitors the performance of the public security forces protecting it on an ongoing basis.

Training:

Operator ensures that private security personnel at both the management and the field levels receive training on security and human rights. Operator makes every reasonable effort to ensure that public security personnel receive training on security and human rights by communicating expectations around appropriate conduct of security personnel and supporting the availability of training resources for public security forces.

Training should be conducted in accordance with the Voluntary Principles on Security and Human Rights and the International Code of Conduct for Private Security Providers. In particular, the Operator shall require that use of force is permitted only in direct proportion to the nature and extent of the threat under the UN Code of Conduct for Law Enforcement Officials

and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials for preventive and defensive purposes.

Investigation and Remediation:

Operator has developed a grievance mechanism, in conjunction with affected stakeholders and in line with Provision 2.11 Grievance Mechanism¹, which allows workers, contractors, and communities to raise concerns about the Operator's security arrangements. Operator has a process for documenting and investigating such concerns and remediating abuses where allegations are confirmed.

Operator does not tolerate offenses by security forces that result in human rights violations and takes immediate and appropriate action to terminate relationships with culpable security providers and notify relevant authorities. Where concerns involve public security forces, the Operator undertakes to bring the concerns to the attention of the highest levels of government. Remedies are culturally appropriate and consistent with community expectations, host country domestic law, and international standards on remedies for human rights abuses.

Transparency:

Operator discloses or encourages the relevant public authorities to disclose to the public the security arrangements for the site, including any equipment transfers and financial support, where feasible and taking into account associated security concerns.

Performance Target 2:

Operator has been accepted as a Corporate Participant in the Voluntary Principles on Security and Human Rights, is actively seeking membership, or can demonstrate credible implementation.

Operator measures and publicly reports on site-level performance around management of security and human rights issues.

Performance Target 3:

Operator actively contributes to the promotion of the Voluntary Principles on Security and Human Rights and participates in national-level activities related to the Voluntary Principles where they exist.

¹ Previously, Provision 2.10.

Operator invites third parties to periodically assess its site-level performance around management of security and human rights (either as an independent exercise or as part of a periodic Human Rights Impacts Assessment) and ensures community participation in this assessment.

Operator will require that if and when private security forces are used, the company providing the security services is a signatory of the International Code of Conduct for Private Security Providers (ICOC) or is verified by a third party as having met an equivalent standard.

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