



CSLI HUMAN RIGHTS POLICY

“The 21st Century will be an era of NGOs.”

Kofi Annan, Former UN Secretary General

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1. ADMINISTRATION INFORMATION SCHEDULE

Approval date	October 2020
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Policy Owner	CSLI – Lazarus Union,
Registrations	Registration Austrian central register (N° 023914681) General Consultative Status with ECOSOC (Code: 632158)
Approval authority	Board of the Lazarus Union



Respecting human rights is not just an issue for states and governments. Thea Lazarus Union as an NGO in General Consultative Status to the Economic and Social Council (ECOSOC) has an increasing responsibility to incorporate human rights issues into its standards, wherever we operate.

The Lazarus Union is committed to respecting human rights including:

- 🌐 International Bill of Human Rights¹
- 🌐 Universal Declaration of Human Rights ²
- 🌐 United Nations Covenants on Human Rights³
- 🌐 European Convention on Human Rights⁴
- 🌐 Core Labour Standards of the International Labour Organization (ILO)⁵
- 🌐 OECD Guidelines for Multinational Enterprises⁶
- 🌐 UN Guiding Principles for Business and Human Rights⁷
- 🌐 UN Global Compact⁸

2. PURPOSE AND SCOPE

2.1. This Policy provides the requirements for human rights to be incorporated into related policies, processes, frameworks, and action plans that apply across the Lazarus Union and its Group Members. This Policy is informed by the United Nation’s (UN) Guiding Principles

1 <https://www.ohchr.org/documents/Publications/FactSheet2rev.1en.pdf>

2 *The Universal Declaration of Human Rights, adopted by the UN in 1948, is widely regarded as the international community’s fundamental human rights framework.*

3 <https://www.ohchr.org/en/professionalinterest/pages/ccpr.aspx>

4 https://www.echr.coe.int/documents/convention_eng.pdf

5 <https://www.ilo.org/global/standards/lang--en/index.htm>

6 <http://www.oecd.org/corporate/mne/>

7 https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

8 <https://www.unglobalcompact.org/>



on Business and Human Rights and the Universal Declaration of Human Rights and other related conventions.

- 2.2. This Policy applies to the Lazarus Union, its divisions, its wholly country members and everywhere the Lazarus Union has operational control.
- 2.3. The United Nations define human rights as rights inherent to all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status.

3. POLICY PRINCIPLES

- 3.1. The Lazarus Union conduct operations in a way that respects the rights and dignity of people, and avoids complicity in human rights abuses, while complying with legal and regulatory requirements which incorporate the protection of human rights. These include:
 - 🌐 International and national laws, covering areas such as discrimination, harassment – including sexual harassment, workplace bullying, victimisation, domestic violence and occupational health and safety.
- 3.2. The Lazarus Union will:
 - 🌐 Avoid causing or contributing to adverse human rights impacts through the Lazarus Union’s own activities and address such impacts if they occur.
 - 🌐 Seek to prevent or mitigate adverse human rights impacts associated with the Lazarus Union’s third-party relationships that are causally linked to the Lazarus Unions operations or services.



- 3.3. The Lazarus Union will reflect its commitment to human rights in relevant policies and procedures, risk assessment processes, due diligence, and training programs as part of its overall approach to Environmental, Social and Governance (ESG) risk⁹.
- 3.4. The Lazarus Union will take a risk-based approach to decide when increased due diligence is required to understand, assess, and address the potential human rights violations associated with all operations and relations the Lazarus Union is engaged with.

4. RESPONSIBILITIES

- 4.1. This Policy is approved by the Board of the Lazarus Union.
- 4.2. Human rights risks and issues could arise as a result of any of the Lazarus Union’s operations; therefore, the day-to-day responsibility for management of human rights resides within each commanding officer in all individual division areas. This includes implementing processes and controls to ensure compliance with the requirements of this Policy relevant to their operations.
- 4.3. The Board of the Lazarus Union is responsible for review and oversight of associated operational risk and regulatory compliance policies.

5. ROLES OF THE LAZARUS UNION

The world conference on human right was held in Vienna in Austria in 1993¹⁰, with objective “to review and assess the progress made in the field of human right”. The resolution no 38¹¹ of

⁹ https://en.wikipedia.org/wiki/Environmental,_social_and_corporate_governance

¹⁰ <https://www.ohchr.org/en/professionalinterest/pages/vienna.aspx>

¹¹ *The World Conference on Human Rights recognizes the important role of non-governmental organizations in the promotion of all human rights and in humanitarian activities at national, regional and international levels. The World Conference on Human Rights appreciates their contribution to increasing public awareness of human rights issues, to the conduct of education, training and research in this field, and to the promotion and protection of all human rights and fundamental freedoms. While recognizing that the primary responsibility for standard-*



the declaration stated –the world conference on human right recognizes the important role of Non-Government Organization in the promotion of all human right and in humanitarian.

- 5.1. **The Social Welfare Role** - where relief and charity are key actions. The Lazarus Union in this role can be seen as initiating internal programs and projects.
- 5.2. **The Mediatory Role** - where communication as a skill is important for development and social action. The Lazarus Union in this role can be seen as participating or taking up external programs and projects.
- 5.3. **The Consultative Role** - where support documentation and dissemination of information and expertise is critical. The Lazarus Union in this role can be seen as working in collaborative programs. Local experts/professionals/resource persons play major secondary roles.
- 5.4. **Development and Operation of Infrastructure** - The Lazarus Union can acquire, subdivide, and develop land, construct housing, provide infrastructure and operate and maintain infrastructure such as wells or public toilets and solid waste collection services.
- 5.5. **Supporting Innovation, Demonstration and Pilot Projects** - The Lazarus Union has the advantage of selecting particular places for innovative projects and specify in advance the length of time which they will be supporting the project - overcoming some of the shortcomings that governments face in this respect.
- 5.6. **Facilitating Communication** - The significance of this role to the government is that the Lazarus Union can communicate to the policy-making levels of government, information about the lives, capabilities, attitudes, and cultural characteristics of people at the local level. The Lazarus Union can facilitate communication upward from people to the government and downward from the government to the people.

setting lies with States, the conference also appreciates the contribution of non-governmental organizations to this process. In this respect, the World Conference on Human Rights emphasizes the importance of continued dialogue and cooperation between Governments and non-governmental organizations. Non-governmental organizations and their members genuinely involved in the field of human rights should enjoy the rights and freedoms recognized in the Universal Declaration of Human Rights, and the protection of the national law. These rights and freedoms may not be exercised contrary to the purposes and principles of the United Nations. Non-governmental organizations should be free to carry out their human rights activities, without interference, within the framework of national law and the Universal Declaration of Human Rights



- 5.7. **Technical Assistance and Training** - Training institutions and the Lazarus Union can develop a technical assistance and training capacity and use this to assist both communities and governments.
- 5.8. **Research, Monitoring and Evaluation** - Innovative activities need to be carefully documented and shared - effective participatory monitoring would permit the sharing of results with the people themselves as well as with the Lazarus Union’s project staff.

6. POLICY REQUIREMENTS

6.1. Respecting the human rights of the Lazarus Union’s members and co-workers:

- 6.1.1. People-related policies and processes will reflect internationally recognised human rights, tailored appropriately to meet local legislation, regulations and working practices, including legislative standards and employee and union negotiated conditions, where applicable. At a minimum this includes those rights expressed in the International Bill of Human Rights and the ILO’s eight core conventions¹² as set out in the Declaration on Fundamental Principles and Rights at Work.
- 6.1.2. The Lazarus Union will take actions to promote a culture of respect for human rights and embrace both diversity and inclusion in the Lazarus Union operations – with equal opportunities for all.
- 6.1.3. The Lazarus Union will seek to provide opportunities for disadvantaged and underrepresented segments of the communities the Lazarus Union operates within.
- 6.1.4. The Lazarus Union will respect the right of its members and co-workers to choose to join or not join relevant associations.

¹² <https://libguides.ilo.org/c.php?g=657806&p=4649148>



- 6.1.5. The Lazarus Union will take actions to facilitate the prevention of operation-related risks and health hazards, including addressing occupational health and safety requirements.
- 6.1.6. The Lazarus Union will take action to build an inclusive culture where differences are valued, including considering the rights of people with accessibility requirements and raising awareness of accessibility.
- 6.1.7. The Lazarus Union will ensure mechanisms are in place to enable its members and co-workers to raise concerns in relation to human rights impacts in the workforce and allow grievances to be addressed.

6.2. Respecting human rights in the Lazarus Union’s relationships

- 6.2.1. The Lazarus Union expects all persons and organizations with whom it has relationships to respect human rights.
- 6.2.2. The Lazarus Union will seek to avoid knowingly engaging in activities where it could be complicit in human rights abuses. This includes appropriate consideration of the Lazarus Union’s human rights commitments, Improper Land Acquisition Policy and Modern Slavery Act requirements. The Lazarus Union does not tolerate slavery, human trafficking, forced or child labour or child exploitation.
- 6.2.3. Should the Lazarus Union discover that – through the actions of third parties– it is (*or may be*) associated with human rights violations, appropriate action will be taken in a timely manner. Actions may include notification to regulators and/or law enforcement agencies, engaging with the relevant parties to promote good practice and/or avoiding or exiting the operational relationship.

6.3. Respecting human rights of customers and the community

- 6.3.1. The Lazarus Union will seek to contribute positively to human rights in the countries and communities in which it operates. This includes taking steps to:
 - 🌍 Treat all members and co-workers, existing and potential, fairly.
 - 🌍 Adhere to confidentiality and privacy requirements.



- 🌐 Manage conflicts of interest.
- 🌐 Support members, co-workers, and communities in times of hardship; and
- 🌐 Understand potential human rights risks facing vulnerable groups.

6.3.2. The Lazarus Union will consider, and mitigate as appropriate, the potential risk of its systems and operations being inappropriately used in connection with financial crime (*e.g. bribery, corruption, fraud, terrorist financing and money laundering*). Such illegal activity could be for the purposes of concealing human rights violations and/or have adverse human rights impacts.

6.4. Due diligence, monitoring and review

- 6.4.1. Human rights related risks will be considered as part of due diligence and risk assessment processes where appropriate.
- 6.4.2. Human rights issues that arise must be responded to and escalated as appropriate, consistent with the Event Management Standard Operating Procedures (*including the use of independent assessments where appropriate*).
- 6.4.3. Relevant monitoring, oversight and review processes will be undertaken to review the effectiveness of the Lazarus Union's human rights commitments and Modern Slavery requirements as specified in related policies, processes, frameworks and/or action plans.
- 6.4.4. This Policy and all Lazarus Union's policies and processes must be reviewed and updated on a regular basis, including where necessary to reflect changes in human rights requirements and global good practice and to address human rights risks affecting the Lazarus Union, its people, co-workers and third parties.

6.5. Training and communications

- 6.5.1. The Lazarus Union's commitment to human rights will be disseminated to members and co-worker's communication channels and be included within relevant training programs.



6.6. Reporting and Disclosure

- 6.6.1. External and public reporting will be undertaken to meet legal, regulatory, and voluntary commitments relating to human rights and modern slavery.

7. POLICY EXEMPTIONS

- 7.1. Requests for Exemptions or Exceptions must be submitted in accordance with the Statutes of the Lazarus Union.
- 7.2. Lazarus Union policies are designed to comply primarily with Austrian and European Union law. If a policy is inconsistent with local law in a region in which the Lazarus Union operates, then the relevant local unit must comply with local law but should, to the extent possible, do so in a way consistent with the intent of the policy. The relevant local unit should apply for an Exemption if mandatory requirements of the policy cannot be met.

8. POLICY BREACHES

- 8.1. Breaches of this Policy (*i.e. non-compliance that is not managed via the formal Exemption or Exception process*) must be managed in accordance with the Statutes of the Lazarus Union.
- 8.2. All Policy breaches must be communicated immediately to Divisional/regional Chief Risk Officer Teams. Any material or systemic breach of this Policy must be communicated to the Policy Owner and appropriate remediation measures agreed and implemented.

The Board of the Lazarus Union
October 2020