

The International Bill of Human Rights and IFC Sustainability Framework

IFC's Sustainability Framework – consisting of the Policy on Environmental and Social Sustainability, Performance Standards on Environmental and Social Sustainability, and Access to Information Policy¹ – were released publicly on August 1, 2011, with an effective date of January 1, 2012. This revised and updated Framework, which replaced the 2006 version, was the result of an extensive global consultation and engagement process, extending from September 2009 until May 2011.²

The external context has evolved rapidly in certain thematic areas, including increased attention to climate change, ecosystem services, financial intermediaries, and human rights. With regard to the latter, the consultation process confirmed that human rights are now a major sustainability issue for business and their stakeholders. Much work has been carried out in the recent years to articulate the responsibility of businesses in relation to human rights, including the work of the Special Representative of the Secretary-General on the Issue of Human Rights and Transnational Corporations and other Business Enterprises (“SRSG”), Professor John Ruggie.

The 2006 version of the Sustainability Framework supported many important rights in the business context, such as labor rights, rights of Indigenous Peoples, and right to health (through clean environment). It also supported due diligence, as underscored by the SRSG, by recognizing that project risk management includes management of environmental, social, labor, and other related risks. The revised and updated Framework builds on this foundation, seeking to support and give further concrete meaning to human rights in a manner consistent with IFC's overall approach to environmental and social sustainability issues.

The following paragraphs describe the approach taken by IFC, as reflected in the revised and updated Sustainability Framework.

- IFC's commitment to respect human rights in its business activities is captured in the Sustainability Policy, while IFC clients' responsibility to respect human rights is captured in Performance Standard 1. Other provisions in the Performance Standards also support various human rights relevant to business.
- Many human rights risks for business can be effectively addressed through social and environmental considerations. As a result, the focus of the Performance Standards continues to be on social and environmental issues. IFC decided not to create a separate standard on human rights, but instead chose to strengthen the environmental and social requirements in the Standards within their existing structure.
- To understand whether the Standards had relevant human rights gaps, IFC reviewed various reference documents,³ and performed an analysis against applicable criteria in

¹ The Policy on Environmental and Social Sustainability (“Sustainability Policy”) defines IFC's responsibility in supporting project performance in partnership with clients. The Access to Information Policy defines IFC's obligations to disclose information about itself as an institution and its activities. The Performance Standards on Environmental and Social Sustainability (“Performance Standards”) define clients' roles and responsibilities for managing their projects and the requirements for receiving and retaining IFC support. In addition, a series of Guidance Notes have been prepared as companion documents to IFC's Performance Standards and provide additional guidance to clients (and IFC staff) in fulfilling their roles and responsibilities under the standards. The Guidance Notes focus mainly on implementation issues.

² For more information about the three phases of the consultation and engagement process, see <http://www.ifc.org/policyreview>.

³ The International Bill of Human Rights; new relevant international covenants and declarations; UN Human Rights Council, *Protect, Respect and Remedy: a Framework for Business and Human Rights: Report of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises, John Ruggie*, April 2008, A/HRC/8/5; *Human Rights Translated: A Business Reference Guide*, Castan Centre for Human Rights Law, International Business Leaders Forum, Office of the United Nations High Commissioner for Human Rights, and United Nations Global Compact Office, 2008; and the Human Rights Compliance Assessment tool of the Danish Institute for Human Rights (v1 and v2).

such documents. In addition, IFC analyzed high-level policy issues, such as climate change, ecosystem services, water, gender, and human trafficking, which also provided opportunities to strengthen human rights. Overall, IFC confirmed that the multiple dimensions of rights in economic, social, and cultural areas have already been well addressed in the Standards (e.g., labor rights, health/pollution prevention, involuntary resettlement, cultural heritage). IFC also confirmed that the Standards cover aspects of rights in civil and political areas that are relevant for IFC's business (e.g., community engagement, security personnel, grievance mechanisms, Indigenous Peoples). The concept of vulnerable groups, relevant to both types of rights, is also incorporated in the Standards. The depth of coverage varies from right to right.

- Some gaps identified in the gap analysis process were addressed as new requirements in the Standards due to their relevance for business activities in all sectors and regions. Other gaps are more relevant to implementation issues and have been addressed in the accompanying Guidance Notes. Other sector-specific issues fall more directly within the applicable industry guidelines (in the Environmental Health and Safety Guidelines) and could be addressed in their next update process.
- Gaps in the following areas were identified but not specifically addressed:
 - Rights indicated by *Human Rights Translated: A Business Reference Guide*⁴ as unlikely to be relevant in the business context, which include:
 - Right not to be subjected to imprisonment for inability to fulfill a contract
 - Right to be free from retroactive criminal law
 - Right to recognition as a person before the law
 - Other rights indicated by *Human Rights Translated* that are only likely to be relevant to a specific sector, but not all, or to a very specific situation, including:
 - Right to freedom from war propaganda and freedom from incitement to racial, religious, or national hatred (relevant to media companies)
 - Right to participate in public life (relevant to media companies)
 - Rights of aliens to due process when facing expulsion (may be relevant to employees and other stakeholders)
 - In IFC's experience, although not addressed in the above document (because it covers the Covenants and not the Universal Declaration), the right to seek asylum from persecution in other countries is also unlikely to be relevant in the business context.⁵
 - By setting a performance standard regarding a company's conduct in relation to certain stakeholders (e.g., communities, vulnerable people, Indigenous Peoples), the Performance Standards address their rights. However, a company's conduct in relation to other stakeholders groups (e.g., national or municipal governments, the judiciary, political parties, and interest groups) are not addressed, since these issues tend not to be understood as environmental or social sustainability issues; as a result, rights that are relevant in such company conduct are not addressed.

⁴ Castan Centre for Human Rights Law, International Business Leaders Forum, Office of the United Nations High Commissioner for Human Rights, and United Nations Global Compact Office, 2008.

⁵ In many cases, the right to have a nationality is also unlikely to be relevant in the business context, with the exception of workers' passports being withheld [See GN 2].

The following matrix maps the revised and updated Sustainability Framework to the International Bill of Human Rights. The introductory paragraphs summarize how each human right is reflected in the revised Sustainability Policy, Performance Standards, and Access to Information Policy.

Separately, IFC has analyzed how the updated Sustainability Framework relates to the new Guiding Principles under the United Nations “Protect, Respect and Remedy” Framework. [See [“UN Guiding Principles on Business and Human Rights and IFC Sustainability Framework.”](#)]

Human Rights	International Bill of Human Rights ⁶	Policies and Performance Standards Paragraph Numbers
Right to life	UDHR 3 ICCPR 6	<p><i>The different components of this right are addressed in a number of Standards. Adequate consideration of human health issues, as well as preparation and response to emergency situations that could harm people and the environment, are required in PS1. PS2 protects workers' rights and promotes safe and healthy working conditions, including in a client's supply chain when there is an eminent danger of death or serious life-threatening harm to its workers. PS2 also prohibits child labor and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or significant occupational, health, or safety issues (see also PS1). PS3 addresses adverse impacts on human health and the environment by avoiding or reducing pollution from project activities. PS4 requires the client to avoid adverse impacts to communities resulting from a project's use of natural resources or from alteration of natural resources, diminishing communities' enjoyment of ecosystem services such as water (see also PS6). PS4 also addresses communities' exposure to health and safety risks and impacts arising from project activities, community aspects of emergency preparedness and response, and risks relating to the use of security personnel, based on national laws as well as international human rights principles and humanitarian law.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 7. and 10. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>¶ 20-21. Requirements / Environmental and Social Assessment and Management System / Emergency Preparedness and Response</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 10-11. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 21. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 22. Requirements / Protecting the Work Force / Forced Labor (including footnote 13)</p> <p>¶ 23. Requirements / Occupational Health and Safety</p> <p>¶ 24-25. Requirements / Workers Engaged by Third Parties</p> <p>¶ 27-28. Requirements / Supply Chain</p> <p>PS3: Resource Efficiency and Pollution Prevention</p> <p>¶ Objectives</p>

⁶ The International Bill of Rights consists of the Universal Declaration on Human Rights (UDHR), the International Covenant on Civic and Political Rights (ICCPR) the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the optional protocols to the ICCPR. The numbers in this column refer to the articles of these texts. Since overarching principles (UDHR 1 and 2, ICCPR 2-5, and ICESCR 2-5) cannot be applied individually but only in conjunction with specific rights (*Human Rights Translated: A Business Reference Guide*, 2008, Castan Centre for Human Rights Law, International Business Leaders Forum, and the Office of the High Commissioner for Human Rights and UN Global Compact Office, p.7 and 89), they are not explicitly addressed in this paper.

		<p>¶ 9. Requirements / Resource Efficiency / Water Consumption</p> <p>¶ 10-11. Requirements / Pollution Prevention</p> <p>¶ 12. Requirements / Pollution Prevention / Wastes</p> <p>¶ 13. Requirements / Pollution Prevention / Hazardous Materials Management</p> <p>¶ 14-17. Requirements / Pollution Prevention / Pesticide Use and Management</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 5. Requirements / Community Health and Safety</p> <p>¶ 6. Requirements / Community Health and Safety / Infrastructure and Equipment Design and Safety</p> <p>¶ 7. Requirements / Community Health and Safety / Hazardous Materials Management and Safety</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services</p> <p>¶ 9-10. Requirements / Community Health and Safety / Community Exposure to Disease</p> <p>¶ 11. Requirements / Community Health and Safety / Emergency Preparedness and Response</p> <p>PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p> <p>¶ 6. Requirements / General</p>
<p>Right to liberty and security (including freedom from arbitrary arrest, detention, or exile)</p>	<p>UDHR 3 and 9 ICCPR 9</p>	<p><i>This right is addressed within and outside the workplace. PS2 requires the client to prevent and address harassment, intimidation, and/or exploitation of workers, with a special attention to women and children. PS2 also requires the client to not employ child labor, forced labor, or trafficked persons, and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or forced labor (see also PS1). PS4 addresses the risks and impacts resulting from the use of security personnel, based on national law as well as international human rights principles and humanitarian law.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 15. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 21. Requirements / Protecting the Work Force / Child Labor (including footnote 12)</p>

		<p>¶ 22. Requirements / Protecting the Work Force / Forced Labor (including footnote 13)</p> <p>¶ 27-28. Requirements / Supply Chain</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 12-14. Requirements / Security Personnel</p>
<p>Right not to be subjected to slavery, servitude, or forced labor</p>	<p>UDHR 4</p> <p>ICCPR 8</p>	<p><i>This right is addressed generally in PS1, and more specifically in PS2. PS2 requires the client to not employ child labor, forced labor, or trafficked persons, and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or forced labor (see also PS1). It also includes protections for migrant workers.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>PS 2: Labor and Working Conditions</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 10-11. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 15. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 21. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 22. Requirements / Protecting the Work Force / Forced Labor (including footnote 13)</p> <p>¶ 27. Requirements / Supply Chain</p>
<p>Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment</p>	<p>UDHR 5</p> <p>ICCPR 7</p>	<p><i>This right is addressed within and outside the workplace. PS2 recognizes the benefits of a constructive worker-management relationship (fair treatment and safe and healthy working conditions). PS2 also requires the client to prevent and address harassment, intimidation, and/or exploitation of workers, with a special attention to women and children. In addition, PS2 requires the client to not employ child labor, forced labor, or trafficked persons, and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or forced labor (see also PS1). It also includes protections for migrant workers. PS4 addresses risks and impacts relating to the use of security personnel, based on national law as well as international human rights principles and humanitarian law.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p>

		<p>PS2: Labor and Working Conditions</p> <ul style="list-style-type: none"> ¶ 1. Introduction ¶ Objectives ¶ 15. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity ¶ 21. Requirements / Protecting the Work Force / Child Labor ¶ 22. Requirements / Protecting the Work Force / Forced Labor (including footnote 13) ¶ 23. Requirements / Occupational Health and Safety ¶ 27. Requirements / Supply Chain <p>PS4: Community Health, Safety, and Security</p> <ul style="list-style-type: none"> ¶ 1. Introduction ¶ Objective ¶ 12-14. Requirements / Security Personnel
<p>Right to recognition as a person before the law</p>	<p>UDHR 6 ICCPR 16</p>	<p><i>According to Human Rights Translated: "It is unlikely that the activities of a company would have any direct impact upon this right, though they may be complicit in the abuses of this right by others" (p.41).</i></p>

<p>Right to equality before the law, equal protection of the law, non-discrimination</p>	<p>UDHR 7 ICCPR 26</p>	<p><i>The different components of this right are addressed in a number of Standards. The Policy on Environmental and Social Sustainability defines IFC's expectations of its clients to minimize gender-related project risks and unintended gender-differentiated impacts that prevent them from realizing their economic potential. The Policy also reaffirms IFC's commitment to ensure that the costs of economic development do not fall disproportionately on those who are poor or vulnerable. This commitment is further elaborated in PS1 through the risks and impacts identification process⁷, and the elaboration of the Stakeholder Engagement Plan. Non-discrimination and equal opportunity at the workplace are addressed as a general requirement in PS2 and in specific situations relating to working conditions, workers' accommodation, workers' organizations and collective bargaining, and retrenchment. The principles of non-discrimination apply to migrant workers as well. PS4 (exposure to disease) and PS5 (resettlement) contain specific and targeted requirements for vulnerable people, including women. PS7 promotes non-discrimination when Indigenous Peoples are consulted, engaged, and compensated.</i></p> <p>Policy on Environmental and Social Sustainability</p> <p>¶ 9, 12, and 13. IFC's Commitments</p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10-12. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts (including footnote 18)</p> <p>¶ 30. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Consultation</p> <p>¶ 31. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Participation</p> <p>¶ 32. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Indigenous Peoples</p> <p>PS2: Labor and Working Conditions</p> <p>¶ Objectives</p> <p>¶ 10-12. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment (including footnote 5) ¶ 14. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organizations</p> <p>¶ 15-16. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 18. Requirements / Working Conditions and Management of Worker Relationship / Retrenchment</p> <p>¶ 22. Requirements / Protecting the Work Force / Forced Labor (including footnote 13)</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services</p>
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⁷ According to PS1, footnote 18: "This disadvantaged or vulnerable status may stem from an individual's or group's race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status. The client should also consider factors such as gender, age, ethnicity, culture, literacy, sickness, physical or mental disability, poverty or economic disadvantage, and dependence on unique natural resources."

		<p>¶ 9. Requirements / Community Health and Safety / Community Exposure to Disease</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 8. Requirements / General / Project Design</p> <p>¶ 10. Requirements / General / Community Engagement</p> <p>¶ 12. Requirements / General / Resettlement and Livelihood Restoration Planning and Implementation</p> <p>¶ 19-20. Requirements / Displacement / Physical Displacement</p> <p>¶ 30-32. Requirements / Private Sector Responsibilities Under Government-Managed Resettlement</p> <p>PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p> <p>¶ 24. Requirements / Management of Ecosystem Services</p> <p>PS7: Indigenous Peoples</p> <p>¶ Objectives</p> <p>¶ 10. Requirements / General / Participation and Consent</p> <p>¶ 14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 19-20. Requirements / Mitigation and Development Benefits (including footnote 14)</p>
<p>Right to freedom from war propaganda, and freedom from incitement to racial, religious, or national hatred</p>	<p>UDHR 7</p> <p>ICCPR 20</p>	<p><i>According to Human Rights Translated: “The second part of the Article is directed against ‘hate speech’, which is speech that vilifies people and incites hatred against them on the basis of their race, religion or nationality. This aspect of the right is of particular significance to media companies and also telecommunications companies that host chat-lines, websites, or other means of public communication through which hate speech might be aired” (p.57). Sector-specific issues are addressed in the applicable industry guidelines of the Environmental Health and Safety Guidelines, as appropriate.</i></p>
<p>Right to access to effective remedies</p>	<p>UDHR 8</p> <p>ICCPR 2</p>	<p><i>This right is addressed at the Policy level as part of IFC recognition of the responsibility of the private sector to respect human rights, as well as in a number of Standards. The Policy on Environmental and Social Sustainability underscores the importance of access to an effective grievance mechanism to facilitate early identification of and prompt remediation for those who believe they have been harmed by a company’s actions. General requirements on grievance mechanisms are provided in PS1, while more specific requirements are articulated for Affected Stakeholders (access to information and reporting: PS1, security arrangements and acts of security personnel: PS4, compensation and relocation: PS5), and workers (PS2). PS7 ensures that the project grievance mechanism is culturally appropriate for and accessible to Indigenous Peoples.</i></p> <p>Policy on Environmental and Social Sustainability</p>

		<p>¶ 12. IFC's Commitments</p> <p>¶ 54-57. Compliance Advisor/Ombudsman</p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 25. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement</p> <p>¶ 27. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Stakeholder Analysis and Engagement Planning</p> <p>¶ 29. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Disclosure of Information</p> <p>¶ 30. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Consultation</p> <p>¶ 31. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Participation</p> <p>¶ 34. Requirements / Environmental and Social Assessment and Management System / External Communications and Grievance Mechanisms / External Communications</p> <p>¶ 35. Requirements / Environmental and Social Assessment and Management System / External Communications and Grievance Mechanisms / Grievance Mechanism for Affected Communities</p> <p>¶ 36. Requirements / Environmental and Social Assessment and Management System / Ongoing Reporting to Affected Communities</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 13-14. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organizations</p> <p>¶ 20. Requirements / Working Conditions and Management of Worker Relationship / Grievance Mechanism</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 12. Requirements / Security Personnel</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 11. Requirements / General / Grievance Mechanism</p> <p>PS7: Indigenous Peoples</p> <p>¶ 10. Requirements / General / Participation and Consent</p>
<p>Right to a fair trial</p>	<p>UDHR 10</p> <p>ICCPR 14</p>	<p><i>According to Human Rights Translated: "It is rare that the activities of a company would have any direct impact upon this right. Companies could negatively impact on this right if they attempt to corrupt the judicial process, for example, by bribing judges or jurors, or destroying relevant evidence" (p.53). PS1 and PS2 require that the grievance mechanisms do not impede access to judicial or administrative remedies. In addition, PS7 supports customary, cultural, economic, social, or political institutions of Indigenous People.</i></p>

		<p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 35. Requirements / Environmental and Social Assessment and Management System / External Communications and Grievance Mechanisms / Grievance Mechanism for Affected Communities</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 18. Requirements Working Conditions and Management of Worker Relationship / Grievance Mechanism</p> <p>PS7: Indigenous Peoples</p> <p>¶ Objectives</p> <p>¶ 5. Scope of Application</p> <p>¶ 10. Requirements / General / Participation and Consent</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use (including footnote 12)</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 18-20. Requirements / Mitigation and Development Benefits</p>
Right to be free from retroactive criminal law	UDHR 11 ICCPR 15	<p>According to Human Rights Translated: “It is unlikely that the activities of a company would have any direct impact upon this right, unless they somehow lobby for or otherwise directly benefit from or facilitate the enactment of such laws” (p.39).</p>
Right to privacy	UDHR 12 ICCPR 17	<p>This right is addressed at the Guidance Notes level.</p> <p>GN2: Labor and Working Conditions</p> <p>GN4: Community Health, Safety, and Security</p>
Right to freedom of movement	UDHR 13 ICCPR 12	<p>This right is addressed in the context of forced labor, resettlement, and cultural heritage. PS2 recognizes that practices to restrict workers’ freedom of movement, including that of migrant workers, could amount to forced labor. PS5 and PS7 set specific requirements around involuntary resettlement and relocation⁸, including in cases of relocation of Indigenous Peoples from lands subject to traditional ownership or under customary law. PS8 ensures access to previously accessible cultural heritage sites, subject to overriding health, safety, and security considerations.</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 12. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p>

⁸ According to *Human Rights Translated*: “Companies’ activities may impact on the right [to freedom of movement] if, for example, a community has to be relocated because of company operations, which restricts the freedom of those people to choose where they live. Development-related relocation is permissible only if absolutely necessary and so long as it is not conducted arbitrarily or in an unreasonable manner. To this end, freedom of movement must be recognised and considered as part of any discussions concerning relocation. Resettlement should be lawfully achieved after consultation with, notice and compensation for, and ideally consent from, those affected” (p.31).

		<p>¶ 20. Requirements / Protecting the Work Force / Forced Labor</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 1-3. Introduction</p> <p>¶ Objectives</p> <p>¶ 8. Requirements / General / Project Design</p> <p>¶ 9. Requirements / General / Compensation and Benefits for Displaced Persons</p> <p>¶ 10. Requirements / General / Community Engagement</p> <p>¶ 11. Requirements / General / Grievance Mechanism</p> <p>¶ 12-16. Requirements / General / Resettlement and Livelihood Restoration Planning and Implementation</p> <p>¶ 19-22, 24. Requirements / Displacement / Physical Displacement</p> <p>¶ 25-29. Requirements / Displacement / Economic Displacement</p> <p>¶ 30-32. Requirements / Private Sector Responsibilities Under Government-Managed Resettlement</p> <p>PS7: Indigenous Peoples</p> <p>¶ Objectives</p> <p>¶ 6. Scope of Application</p> <p>¶ 11. Requirements / General / Participation and Consent</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 21-22. Requirements / Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues</p> <p>PS8: Cultural Heritage</p> <p>¶ 10. Requirements / Protection of Cultural Heritage in Project Design and Execution / Community Access</p>
Right to seek asylum from persecution in other countries	UDHR 14	<i>This right is not directly addressed in the ICCPR or ICESCR. According to IFC's perspective and experience, it is unlikely that the activities of a company would have a direct impact upon this right.</i>
Right to have a nationality	UDHR 15	<i>This right is not directly addressed in the ICCPR or ICESCR. While it is generally unlikely that the activities of a company would have a direct impact upon this right, it may arise in the context of labor issues. This right is addressed</i>

		<p>in GN 2, which discusses company retention of workers' identity documents, including passports.</p> <p>GN2: Labor and Working Conditions</p>
<p>Right of protection for the child</p>	<p>UDHR 16 ICCPR 24</p>	<p><i>This right is addressed within and outside the workplace. The Policy on Environmental and Social Sustainability reaffirms IFC's commitment to ensure that the costs of economic development do not fall disproportionately on those who are poor or vulnerable.⁹ This commitment is further elaborated in PS1, which requires the client to identify groups and communities that may be directly and differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status. PS1 and PS2 extend the client's responsibility to considering the impacts associated with the supply chain where there is a high risk of child labor and/or forced labor. PS4 requires the client to avoid or reduce the potential for community exposure to diseases that could result from project activities, taking into consideration exposure to and high impact on vulnerable groups (including the very young).</i></p> <p>Policy on Environmental and Social Sustainability</p> <p>¶ 9. IFC's Commitments</p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10 and 12. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts (including footnote 18)</p> <p>PS2: Labor and Working Conditions</p> <p>¶ Objectives</p> <p>¶ 19. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 20. Requirements / Protecting the Work Force / Forced Labor</p> <p>¶ 24. Supply Chain</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 9. Requirements / Community Health and Safety / Community Exposure to Disease</p> <p>PS7: Indigenous Peoples</p> <p>¶ 19. Requirements / Mitigation and Development Benefits (including footnote 14)</p>
<p>Right to marry and form a family</p>	<p>UDHR 16 ICCPR 23 ICESCR 10</p>	<p><i>This right is addressed within the workplace. PS2 requires the clients to provide workers with documented information regarding their rights under national labor and employment law and any applicable collective agreements, including their rights related to hours of work, wages, overtime, compensation, and benefits. In addition, non-discrimination and equal opportunity in the workplace are addressed as a general requirement in PS2. PS2 also requires the client to not employ child labor, forced labor, or trafficked persons, and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or forced labor, or significant occupational, health and safety issues (see also PS1). It also includes protections for migrant workers.</i></p>

⁹ See footnote 7 of this matrix.

		<p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 10-11. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>PS2: Labor and Working Conditions</p> <p>¶ Objectives</p> <p>¶ 8. Requirements / Working Conditions and Management of Worker Relationship / Human Resources Policies and Procedures</p> <p>¶ 9. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 14-15. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 19. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 20. Requirements / Protecting the Work Force / Forced Labor</p> <p>¶ 24. Supply Chain</p>
<p>Right to own property</p>	<p>UDHR 17</p>	<p><i>This right is addressed from different angles: access to natural resources, land acquisition and resettlement, and cultural heritage. Adequate consideration of relevant risks and impacts is addressed in PS1. PS4 requires the client to avoid adverse impacts to communities resulting from a project's use of natural resources or from alteration of natural resources, diminishing communities' enjoyment of ecosystem services such as water (see also PS6). PS5 aims to mitigate adverse social and economic impacts from land acquisition or restrictions on land use, and to avoid or at least reduce displacement, wherever feasible, by exploring alternative project designs. In addition, it requires specific measures to improve, or restore, the livelihoods and standards of living of displaced persons. PS7 recognizes the close ties that Indigenous Peoples have with their lands and natural resources and provides specific requirements in case of relocation from lands subject to traditional ownership or under customary use. PS8 protects cultural heritage from the adverse impacts of projects activities and supports its preservation. PS7 and PS8 also support the equitable sharing of benefits from the use of cultural heritage in business activities.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 12. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts (including footnote 18)</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 1-3. Introduction</p> <p>¶ Objectives</p> <p>¶ 8. Requirements / General / Project Design</p> <p>¶ 9. Requirements / General / Compensation and Benefits for Displaced Persons</p>

		<p>¶ 10. Requirements / General / Community Engagement</p> <p>¶ 11. Requirements / General / Grievance Mechanism</p> <p>¶ 12-16. Requirements / General / Resettlement and Livelihood Restoration Planning and Implementation</p> <p>¶ 19-22, 24. Requirements / Displacement / Physical Displacement</p> <p>¶ 25-29. Requirements / Displacement / Economic Displacement</p> <p>¶ 30-32. Requirements / Private Sector Responsibilities Under Government-Managed Resettlement</p> <p>PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p> <p>¶ 6. Requirements / General</p> <p>PS7: Indigenous Peoples</p> <p>¶ Objectives</p> <p>¶ 6. Scope of Application</p> <p>¶ 11. Requirements / General / Participation and Consent</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 21-22. Requirements / Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues</p> <p>PS8: Cultural Heritage</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 6-7. Requirements / Protection of Cultural Heritage in Project Design and Execution</p> <p>¶ 16. Requirements / Project's Use of Cultural Heritage</p>
<p>Right to freedom of thought, conscience, and religion</p>	<p>UDHR 18</p> <p>ICCPR 18</p>	<p><i>This right is addressed within and outside the workplace. PS1 requires the client to identify groups and communities that may be directly and differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status¹⁰ stemming from, among other factors, religion. PS2 sets specific requirements on non-discrimination and equal opportunity in the workplace. PS7 addresses adverse impacts resulting from project activities on the livelihoods, or cultural, ceremonial, or spiritual use of land that define the identity and community of the Indigenous Peoples. PS8 refers cultural heritage</i></p>

¹⁰ See footnote 7 of this matrix.

		<p><i>to tangible forms of cultural heritage, including religious values.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 12. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts (including footnote 18)</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 14. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>PS7: Indigenous Peoples</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage (including footnote 13)</p> <p>¶ 21-22. Requirements / Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues</p> <p>PS8: Cultural Heritage</p> <p>¶ 3. Scope of Application</p>
<p>Right to freedom of opinion, information, and expression</p>	<p>UDHR 19</p> <p>ICCPR 19</p>	<p><i>The different components of this right are addressed at the Policy level and in a number of Standards. IFC's and clients' responsibilities regarding access to information are addressed in the Policy on Environmental and Social Sustainability and the Access to Information Policy. Clients' responsibilities on this issue are further elaborated in a number of Standards. PS1 ensures that the Affected Stakeholders are identified, consulted, and informed, and can freely convene and express their views on project risks, impacts, and proposed management system, including objections to the project (during the consultation process or through the project grievance mechanism). Specific requirements for Affected Stakeholders are provided in the following situations: Emergency preparedness and response, and security arrangements and acts of security personnel (PS4); Land Acquisition and Resettlement (PS5); Legally protected and designated areas (PS6); Indigenous Peoples (PS7) and Cultural Heritage (PS8). PS2 ensures that workers are provided with documented information regarding their rights under national labor and employment law and any applicable collective agreements. PS2 also requires the client to not restrict workers from developing alternative means to express their grievances and protect their rights where national law substantially restrict workers' organizations, including through a grievance mechanism. Specific requirements regarding consultations with and provision of information to public authorities, workers and their organizations in case of retrenchment are provided in PS2.</i></p> <p>Policy on Environmental and Social Sustainability</p> <p>¶ 14. IFC's Commitments</p> <p>¶ 45. IFC Roles and Responsibilities / Supervision</p> <p>¶ 48-53. IFC Roles and Responsibilities / Sector Specific Initiatives on Governance and Disclosure</p>

		<p>¶ 50-51. Sector Specific Initiatives on Governance and Disclosure / Extractive Industry Projects</p> <p>¶ 53. Sector Specific Initiatives on Governance and Disclosure / Infrastructure Projects</p> <p>Access to Information Policy</p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 21. Requirements / Environmental and Social Assessment and Management System / Emergency Preparedness and Response</p> <p>¶ 25. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement</p> <p>¶ 26-28. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Stakeholder Analysis and Engagement Planning</p> <p>¶ 29. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Disclosure of Information</p> <p>¶ 30. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Consultation</p> <p>¶ 31. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Participation</p> <p>¶ 32. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Indigenous Peoples</p> <p>¶ 33. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Private Sector Responsibilities Under Government-Led Stakeholder Engagement</p> <p>¶ 34. Requirements / Environmental and Social Assessment and Management System / External Communications and Grievance Mechanisms / External Communications</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 8. Requirements / Working Conditions and Management of Worker Relationship / Human Resources Policies and Procedures</p> <p>¶ 12. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organizations</p> <p>¶ 16. Requirements / Working Conditions and Management of Worker Relationship / Retrenchment</p> <p>¶ 18. Requirements / Working Conditions and Management of Worker Relationship / Grievance Mechanism</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 11. Requirements / Community Health and Safety / Emergency Preparedness and Response</p> <p>¶ 12-14. Requirements / Security Personnel</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p>
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<p>Right to freedom of assembly</p>	<p>UDHR 20</p> <p>ICCPR21</p>	<p><i>According to Human Rights Translated: "Governments are in the most obvious position to violate the freedom of assembly. However, there have been cases where companies have been accused of complicity in government actions to quell demonstrations against company operations" (p.61). This right is also addressed in PS1, which seeks to ensure that the Affected Stakeholders can freely convene and express their views, including objections to the project. In addition, PS4 addresses the risks and impacts relating to the use of security personnel, based on national law as well as international human rights principles and humanitarian law. In particular, PS4 requires that the use of force will not be sanctioned except when used for preventive and defensive purposes in proportion to the nature of the treat.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 25. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement</p> <p>¶ 27. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Stakeholder Analysis and Engagement Planning</p> <p>¶ 30. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Consultation</p> <p>¶ 31. Requirements / Environmental and Social Assessment and Management System / Stakeholder Engagement / Participation</p> <p>PS4: Community Health, Safety, and Security</p>

		¶ 12-14: Requirements / Security Personnel
Right to freedom of association	UDHR 20 ICCPR22	<p><i>This right is addressed in PS2, which requires the client to comply with national law in countries where workers' rights to form and join workers' organizations is recognized. PS2 requests that, in other countries, the client not restrict workers from developing alternative means to express their grievances and protect their rights. In addition, PS2 requires that, when the client is a party to a collective bargaining agreement with a worker's association, such agreement be respected.</i></p> <p>PS 2: Labor and Working Conditions</p> <p>¶ Objectives</p> <p>¶ 9. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 12-13. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organization</p>
Right to participate in public life	UDHR 21 ICCPR 25	<p><i>According to Human Rights Translated: "Media companies have a role in ensuring balanced reporting and that they are not unduly influenced by the government or other political parties or persuasions. Media monopolies are a cause for concern in this regard as they may restrict the airing of diverse political opinion" (p.73). Sector-specific issues are addressed in the applicable industry guidelines of the Environmental Health and Safety Guidelines, as appropriate. In addition, the responsibilities of companies providing public services are addressed at the Guidance Notes level.</i></p>
Right to social security, including social insurance	UDHR 22 ICESCR 9	<p><i>This right is addressed in PS2, which requires the client to provide workers with documented information regarding their rights under national labor and employment law and any applicable collective agreements. In addition, PS2 seeks to ensure that when collective or bargaining agreements do not exist or do not address working conditions and terms of employment (wages and benefits; wage deductions; hours of work; overtime arrangements and compensations; breaks; rest days; and leave from illness, maternity, vacation, or holiday), the client provide reasonable working conditions and terms of employment that, at a minimum, comply with national law. In case of retrenchment, the client should ensure that outstanding back pay and social security benefits and pension contributions and benefits are paid.</i></p> <p>PS2: Labor and Working Conditions</p> <p>¶ 7-8. Requirements / Working Conditions and Management of Worker Relationship / Human Resources and Procedures</p> <p>¶ 9. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 17. Requirements / Working Conditions and Management of Worker Relationship / Retrenchment</p>
Right to work	UDHR 23 ICESCR 6	<p><i>This right is addressed in PS2 through the protection of workers' rights and the promotion of compliance with national employment and labor laws. In addition, PS2 requests the client to base the employment relationship on the principles of equal opportunity and fair treatment, as well as non-discrimination in cases of, among other things, termination of work or retirement and retrenchment. In the latter case, the client has to reflect consultations with workers, their organizations, and, where appropriate, the governments, in a retrenchment plan.</i></p>

		<p>PS2: Labor and Working Conditions</p> <ul style="list-style-type: none"> ¶ Objectives ¶ 8-9. Requirements / Working Conditions and Management of Worker Relationship / Human Resources Policies and Procedures ¶ 10-12. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment ¶ 10-12. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organizations ¶ 15-17. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity ¶ 18-19. Requirements / Working Conditions and Management of Worker Relationship / Retrenchment ¶ 20. Requirements / Working Conditions and Management of Worker Relationship / Grievance Mechanism ¶ 21. Requirements / Protecting the Work Force / Child Labor ¶ 22. Requirements / Protecting the Work Force / Forced Labor ¶ 23. Requirements / Occupational Health and Safety ¶ 24-26. Requirements / Workers Engaged by Third Parties ¶ 27-29. Requirements / Supply Chain
<p>Right to enjoy just and favorable conditions of work (including rest and leisure)</p>	<p>UDHR 23 and 24 ICESCR 7</p>	<p><i>This right is addressed in PS2 through the protection of workers' rights and the promotion of compliance with national employment and labor laws. PS2 requires the client to provide workers with documented information regarding their rights under national labor and employment law and any applicable collective agreements. PS2 requires that, when collective or bargaining agreements do not exist or do not address working conditions and terms of employment (wages and benefits; wage deductions; hours of work; overtime arrangements and compensations; breaks; rest days; and leave from illness, maternity, vacation or holiday), the client provide reasonable working conditions and terms of employment that, at a minimum, comply with national law. PS2 also requests the client to base the employment relationship on the principles of equal opportunity and fair treatment, as well as non-discrimination in cases of, among other things, termination of work or retirement and retrenchment. In addition, PS2 promotes safe and healthy working conditions, including in client's supply chain when there is an eminent danger of death or serious life-threatening harm to its workers.</i></p> <p>PS2: Labor and Working Conditions</p> <ul style="list-style-type: none"> ¶ 1. Introduction ¶ Objectives ¶ 8-9. Requirements / Working Conditions and Management of Worker Relationship / Human Resources Policies and Procedures ¶ 10-12. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment ¶ 10-12. Requirements / Working Conditions and Management of Worker

		<p>Relationship / Workers' Organizations</p> <p>¶ 15-17. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 18-19. Requirements / Working Conditions and Management of Worker Relationship / Retrenchment</p> <p>¶ 20. Requirements / Working Conditions and Management of Worker Relationship / Grievance Mechanism</p> <p>¶ 21. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 22. Requirements / Protecting the Work Force / Forced Labor</p> <p>¶ 23. Requirements / Occupational Health and Safety</p> <p>¶ 24-26. Requirements / Workers Engaged by Third Parties</p> <p>¶ 27-29. Requirements / Supply Chain</p>
<p>Right to form and join trade unions, and the right to strike</p>	<p>UDHR 23</p> <p>ICESCR 8</p>	<p><i>This right is addressed in PS2, which requires that the client comply with national law in countries where workers' rights to form and join workers' organizations is recognized. PS2 requests that, in other countries, the client not restrict workers from developing alternative means to express their grievances and protect their rights. In addition, PS2 requires that, when the client is a party to a collective bargaining agreement with a worker's association, such agreement be respected.</i></p> <p>PS 2: Labor and Working Conditions</p> <p>¶ Objectives</p> <p>¶ 9. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 12-13. Requirements / Working Conditions and Management of Worker Relationship / Workers' Organization</p>
<p>Right to an adequate standard of living (Housing, Food, Water, and Sanitation)</p>	<p>UDHR 25</p> <p>ICESCR 11</p>	<p><i>The different components of this right are addressed in a number of Standards. Adequate consideration of relevant risks and impacts, including those relating to access to water resources, is addressed in PS1. PS2 ensures that, when the client or other third parties working directly or indirectly on the project provide accommodation to workers, the client put in place and implement policies on the quality and management of the accommodation and provision of basic services including water, sanitation, and, in certain cases, availability of medical care, based on the principles of non-discrimination and equal opportunity. PS3 addresses adverse impacts on human health and the environment by avoiding or reducing pollution from project activities. PS4 requires the client to avoid adverse impacts to communities resulting from a project's use of natural resources or from alteration of natural resources (including landslides and floods), diminishing communities' enjoyment of ecosystem services such as water (see also PS6). PS5 aims to mitigate adverse social and economic impacts from land acquisition or restrictions on land use, limit forced evictions, and avoid or at least reduce displacement, wherever feasible, by exploring alternative project designs. In addition, it requires specific measures to improve, or restore, the livelihoods and standards of living of displaced persons. PS7 requires the client avoid adverse impacts on the livelihood of project on communities of Indigenous Peoples or when avoidance is not possible, to reduce, restore, and/or compensate for such impacts. More specific requirements are further elaborated with regard to the right to housing (PS2, PS4, PS5, and PS7), the right to food (PS2, PS3, PS4, PS5, PS6, and PS7) and access to water and sanitation (PS2, PS3, PS4, PS5,</i></p>

		<p><i>PS6, and PS7).</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 7. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 11. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment (Housing, Food, Water, and Sanitation)</p> <p>PS3: Resource Efficiency and Pollution Prevention</p> <p>¶ Objectives</p> <p>¶ 6. Requirements / Resource Efficiency (Water & Sanitation)</p> <p>¶ 7-8. Requirements / Resource Efficiency / Greenhouse Gases (Food, Water, and Sanitation)</p> <p>¶ 9. Requirements / Resource Efficiency / Water Consumption (Water)</p> <p>¶ 10. Requirements / Pollution Prevention (Food, Water, and Sanitation)</p> <p>¶ 12. Requirements / Pollution Prevention / Wastes (Food, Water, and Sanitation)</p> <p>¶ 13. Requirements / Pollution Prevention / Hazardous Materials Management (Food, Water, and Sanitation)</p> <p>¶ 14-17. Requirements / Pollution Prevention / Pesticide Use and Management (Food, Water, and Sanitation)</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services (Food, Water, and Sanitation)</p> <p>¶ 9-10. Requirements / Community Health and Safety / Community Exposure to Disease (Food, Water, and Sanitation)</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 1-2. Introduction (Housing, Food, Water, and Sanitation)</p> <p>¶ Objectives (Housing, Food, Water, and Sanitation)</p> <p>¶ 8. Requirements / General / Project Design (Housing, Food, Water, and Sanitation)</p> <p>¶ 9. Requirements / General / Compensation and Benefits for Displaced Persons (Housing, Food, Water, and Sanitation)</p> <p>¶ 10. Requirements / General / Community Engagement (Housing, Food, Water, and Sanitation)</p> <p>¶ 11. Requirements / General / Grievance Mechanism (Housing, Food, Water, and Sanitation)</p> <p>¶ 12-16. Requirements / General / Resettlement and Livelihood Restoration Planning and Implementation (Housing, Food, Water, and Sanitation)</p>
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<p>Right to health</p>	<p>UDHR 25</p> <p>ICESCR 12</p>	<p><i>This right is addressed within and outside the workplace. Adequate preparation for and response to emergency situations that could harm people and the environment is required in PS1. PS1 also addresses adequate consideration of relevant risks and impacts, including those relating to human health. PS2 requires that the client provide workers with a safe and healthy work environment, taking into account inherent risks in its particular sector and specific classes of hazards in the client's work areas, including physical, chemical, biological, and radiological hazards. PS2 also requires the client to consider the adverse impacts associated with supply chains where there are significant occupational, health, and safety issues. In addition, PS2 ensures that, when the client or other third parties working directly or indirectly on the project provide accommodation to workers, the client put in place and implement policies on the quality and management of the accommodation and provision of basic services including water, sanitation, and, in certain cases, availability of medical care, based on the principles of non-discrimination and equal opportunity. PS3 addresses adverse impacts on human health and the environment by avoiding or reducing pollution from project activities. PS4 requirements address communities' exposure to health and safety risks and impacts arising from project activities.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and</p>

		<p>Impacts</p> <p>¶ 7. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>¶ 20-21. Requirements / Social and Environmental Assessment and Management System / Emergency Preparedness and Response</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 11. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment</p> <p>¶ 21. Requirements / Working Conditions and Management of Worker Relationship / Occupational Health and Safety</p> <p>¶ 24-25. Requirements / Supply Chain</p> <p>PS3: Resource Efficiency and Pollution Prevention</p> <p>¶ Objectives</p> <p>¶ 10-11. Requirements / Pollution Prevention</p> <p>¶ 12. Requirements / Pollution Prevention / Wastes</p> <p>¶ 13. Requirements / Pollution Prevention / Hazardous Materials Management</p> <p>¶ 14-17. Requirements / Pollution Prevention / Pesticide Use and Management</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 5. Requirements / Community Health and Safety</p> <p>¶ 6. Requirements / Community Health and Safety / Infrastructure and Equipment Design and Safety</p> <p>¶ 7. Requirements / Community Health and Safety / Hazardous Materials Management and Safety</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services</p> <p>¶ 9-10. Requirements / Community Health and Safety / Community Exposure to Disease</p> <p>¶ 11. Requirements / Community Health and Safety / Emergency Preparedness and Response</p>
<p>Right to education</p>	<p>UDHR 26</p> <p>ICESCR 13 and 14</p>	<p><i>This right is addressed principally in the workplace through PS2, which requires the client to base the employment relationship on the principles of equal opportunity and fair treatment, and to not discriminate with respect to any aspects of the employment relationship including, among other things, access to training. PS 2 also promotes training of workers as a way to prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work. In addition, PS2 requires the client to not employ child labor, forced labor, or trafficked persons, and requires the client to consider the adverse impacts associated with supply chains where there is a high risk of child labor or forced labor (see also PS1). Additional guidance to companies delivering educational services is provided at the Guidance Notes level (GN2 and GN4).</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p>

		<p>¶ 10. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>¶ 17-19. Requirements / Environmental and Social Assessment and Management System / Organization Capacity and Competency</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 14. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>¶ 19. Requirements / Protecting the Work Force / Child Labor</p> <p>¶ 20. Requirements / Protecting the Work Force / Forced Labor</p> <p>¶ 21. Requirements / Occupation Health and Safety</p> <p>¶ 24-25. Requirements / Supply Chain</p> <p>GN2: Labor and Working Conditions</p> <p>GN4: Community Health, Safety, and Security</p>
<p>Right to take part in cultural life, to benefit from scientific progress, and of the material and moral rights of authors and inventors</p>	<p>UDHR 27</p> <p>ICESCR 15</p>	<p><i>This right is addressed in PS7 and PS8, which establish specific requirements where a project proposes to use the cultural resources, knowledge, innovations, or practices of Indigenous Peoples and local communities embodying traditional lifestyles, respectively, for commercial purposes.</i></p> <p>PS7: Indigenous Peoples</p> <p>¶ 1-2. Introduction</p> <p>¶ Objectives</p> <p>¶ 8-9. Requirements / General / Avoidance of Adverse Impacts</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 21-22. Requirements / Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues</p> <p>PS8: Cultural Heritage</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 6-7. Requirements / Protection of Cultural Heritage in Project Design and Execution</p> <p>¶ 9. Requirements / Protection of Cultural Heritage in Project Design and Execution / Consultation</p>

		<p>¶ 10. Requirements / Protection of Cultural Heritage in Project Design and Execution / Community Access</p> <p>¶ 11. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Replicable Cultural Heritage</p> <p>¶ 12. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Non-Replicable Cultural Heritage</p> <p>¶ 13-15. Requirements / Protection of Cultural Heritage in Project Design and Execution / Critical Cultural Heritage</p> <p>¶ 16. Requirements / Project's Use of Cultural Heritage</p>
<p>Right to self-determination</p>	<p>ICCPR 1</p> <p>ICESCR 1</p>	<p><i>The different components of this right are addressed in a number of Standards. Adequate consideration of relevant risks and impacts, including those relating to ecosystem functions and access to water resources, are addressed in PS1. PS4 requires the client to avoid adverse impacts to communities resulting from a project's use of natural resources or from alteration of natural resources, diminishing communities' enjoyment of ecosystem services such as water (see also PS6). PS5 aims to mitigate adverse social and economic impacts from land acquisition or restrictions on land use, and to avoid or at least reduce displacement, wherever feasible, by exploring alternative project designs. In addition, it requires specific measures to improve, or restore, the livelihoods and standards of living of displaced persons (see also PS7 for requirements related to relocation of Indigenous Peoples). PS6 requires that, where there is a loss or diminution of an ecosystem service upon which the project depends, or where the company's project-related impacts are likely to negatively impact the availability of an ecosystem service to Affected Stakeholders, the client identify and prioritize those services as part of the risks and impacts identification process. PS7 requires the Free, Prior, and Informed Consent of Indigenous Peoples, under certain circumstances. PS7 and PS8 set specific requirements where a project proposes to use the cultural resources, knowledge, innovations, or practices of Indigenous Peoples and local communities embodying traditional lifestyles, respectively, for commercial purposes. PS8 requires the client protect cultural heritage from adverse impacts of projects activities and support its preservation.</i></p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 8. Requirements / Environmental and Social Assessment and Management System / Identification of Risks and Impacts</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 8. Requirements / Community Health and Safety / Ecosystem Services</p> <p>PS5: Land Acquisition and Involuntary Resettlement</p> <p>¶ 1-2. Introduction</p> <p>¶ Objectives</p> <p>¶ 8. Requirements / General / Project Design</p> <p>¶ 9. Requirements / General / Compensation and Benefits for Displaced Persons</p> <p>¶ 10. Requirements / General / Community Engagement</p> <p>¶ 11. Requirements / General / Grievance Mechanism</p> <p>¶ 12-16. Requirements / General / Resettlement and Livelihood Restoration</p>

		<p style="text-align: center;">Planning and Implementation</p> <p>¶ 19-22, 24. Requirements / Displacement / Physical Displacement</p> <p>¶ 25-29. Requirements / Displacement / Economic Displacement</p> <p>¶ 31-32. Requirements / Private Sector Responsibilities Under Government-Managed Resettlement</p> <p>PS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p> <p>¶ 6. Requirements / General</p> <p>¶ 24-25. Requirements / Management of Ecosystem Services</p> <p>PS7: Indigenous Peoples</p> <p>¶ Introduction</p> <p>¶ Objectives</p> <p>¶ 8-9. Requirements / General / Avoidance of Adverse Impacts</p> <p>¶ 10-12. Requirements / General / Participation and Consent</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 20. Mitigation and Development Benefits</p> <p>PS8: Cultural Heritage</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 3. Scope of Application</p> <p>¶ 6-7. Requirements / Protection of Cultural Heritage in Project Design and Execution</p> <p>¶ 9. Requirements / Protection of Cultural Heritage in Project Design and Execution / Consultation</p> <p>¶ 10. Requirements / Protection of Cultural Heritage in Project Design and Execution / Community Access</p> <p>¶ 11. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Replicable Cultural Heritage</p> <p>¶ 12. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Non-Replicable Cultural Heritage</p> <p>¶ 13-15. Requirements / Protection of Cultural Heritage in Project Design and Execution / Critical Cultural Heritage</p>
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		¶ 16. Requirements / Project's Use of Cultural Heritage
Right of detained persons to humane treatment	ICCPR 10	<p>According to Human Rights Translated: "The activities of companies that operate detention facilities or provide prison management services are those most likely to impact on these rights" (p.25). Sector-specific issues are addressed in the applicable industry guidelines of the Environmental Health and Safety Guidelines, as appropriate. At a general level, PS4 ensures that the safeguarding of personnel and property is carried out in a legitimate manner that avoids or reduces risks to the Affected Stakeholders.</p> <p>PS4: Community Health, Safety, and Security</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 12-14. Requirements / Security Personnel</p>
Right not to be subjected to imprisonment for inability to fulfill a contract	ICCPR 11	<p>According to Human Rights Translated: "The activities of companies are unlikely to impact directly on this right, but they may need to respond in cases where employees or other stakeholders are affected" (p.29).</p>
Right of aliens to due process when facing expulsion	ICCPR 13	<p>According to Human Rights Translated: "It is unlikely that the activities of a company would have any direct impact upon this right. However, where employees or other stakeholders are adversely affected, they may have a positive role to play in assisting those persons" (p.35).</p>
Rights of minorities	ICCPR 27	<p>This right is addressed within and outside the workplace. PS1 requires the client to identify groups and communities that may be directly and differentially or disproportionately affected by the project because of their disadvantaged or vulnerable status¹¹. PS2 provides general requirements about non-discrimination and equal opportunity at work, which is also applicable to migrant workers. PS7 ensures that the development process fosters full respect for the human rights and the dignity, aspirations, cultures, and natural resource-based livelihoods of Indigenous Peoples. PS7 also requires the client to mitigate adverse impacts of project on communities of Indigenous Peoples, or when avoidance is not feasible, to reduce, restore, and/or compensate for such impacts. In addition, PS7 and PS8 set specific requirements where a project proposes to use the cultural resources, knowledge, innovations, or practices of Indigenous Peoples and local communities embodying traditional lifestyles, respectively, for commercial purposes.</p> <p>PS1: Assessment and Management of Environmental and Social Risks and Impacts</p> <p>¶ 11. Requirements / Environmental and Social Assessment and Management System / Risks and Impacts Identification</p> <p>PS2: Labor and Working Conditions</p> <p>¶ 10. Requirements / Working Conditions and Management of Worker Relationship / Working Conditions and Terms of Employment¹²</p>

¹¹ See footnote 7 of this matrix.

¹² According to *Human Rights Translated*: "[This] Article also applies to migrants, including recently arrived migrants" (p.81).

		<p>¶ 14. Requirements / Working Conditions and Management of Worker Relationship / Non-Discrimination and Equal Opportunity</p> <p>PS7: Indigenous Peoples</p> <p>¶ Introduction</p> <p>¶ Objectives</p> <p>¶ 8-9. Requirements / General / Avoidance of Adverse Impacts</p> <p>¶ 10-11. Requirements / General / Participation and Consent</p> <p>¶ 13-14. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 15. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use</p> <p>¶ 16-17. Requirements / Circumstances Requiring Free, Prior, and Informed Consent / Critical Cultural Heritage</p> <p>¶ 21-22. Requirements / Private Sector Responsibilities Where Government is Responsible for Managing Indigenous Peoples Issues</p> <p>PS8: Cultural Heritage</p> <p>¶ 1. Introduction</p> <p>¶ Objectives</p> <p>¶ 6-7. Requirements / Protection of Cultural Heritage in Project Design and Execution</p> <p>¶ 9. Requirements / Protection of Cultural Heritage in Project Design and Execution / Consultation</p> <p>¶ 10. Requirements / Protection of Cultural Heritage in Project Design and Execution / Community Access</p> <p>¶ 11. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Replicable Cultural Heritage</p> <p>¶ 12. Requirements / Protection of Cultural Heritage in Project Design and Execution / Removal of Non-Replicable Cultural Heritage</p> <p>¶ 13-15. Requirements / Protection of Cultural Heritage in Project Design and Execution / Critical Cultural Heritage</p> <p>¶ 16. Requirements / Project's Use of Cultural Heritage</p>
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