

Responsible Business Principles

August 2018

- (i) comply with applicable local and national laws (as a minimum);
- (ii) not employ or make use of forced labour of any kind;
- (iii) not employ or make use of harmful child labour;
- (iv) pay wages which meet or exceed industry or legal national minima;
- (v) treat employees fairly in terms of recruitment, progression, terms and conditions of work and representation, irrespective of gender, race, colour, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, or HIV status;
- (vi) allow consultative work-place structures and associations which provide employees with an opportunity to present their views to management;
- (vii) for remote operations involving the relocation of employees for extended periods of time, ensure that such employees have access to adequate housing and basic services;
- (viii) assess the health and safety risks arising from work activities;
- (ix) work over time to apply the relevant IFC Performance Standards, if these are more stringent than local legislation, with appropriate targets and timetable for improvements;
- (x) consider the potential for positive environmental impacts from business activities and take appropriate action to mitigate environmental risks, ameliorate environmental damage, and enhance positive effects;
- (xi) comply with all applicable laws and promote international best practices, including those laws and international best practice standards intended to prevent extortion, bribery and financial crime;
- (xii) uphold high standards of business integrity and honesty;
- (xiii) properly record, report and review financial and tax information; and
- (xiv) use effective systems of internal control and risk management covering all significant issues, including environmental, social and ethical issues.