

HUMAN RIGHTS AND LABOUR PRACTICES

We recognise our responsibility to respect the rights of people involved in our operations and strive to safeguard human dignity. We comply with local labour laws and regulations. We are committed to respecting internationally recognised human rights. We engage constructively with relevant stakeholders on human rights issues associated with our business and develop adequate measures for the prevention, mitigation and, where appropriate, remediation of adverse impacts.

1. We promote respect, fairness, non-discrimination, equal opportunity, training and development opportunities, and diversity within and outside our workplace.
2. We recognise internationally agreed human rights, including labour rights, as outlined in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We support the UN Guiding Principles on Business and Human Rights.
3. We support and promote the creation of decent jobs, the participation of local labourers, suppliers, contractors and communities and/or the provision of training and development.
4. We assess actual and potential human rights impacts of our activities and business relationships and seek to:
 - a. Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur;
 - b. Prevent or mitigate adverse human rights impacts that are caused by our business relationships and are directly linked to our activities.
5. We maintain the safety and security of our people and operations while ensuring respect for human rights, avoiding human rights harm through our security arrangements, including through misuse of our equipment and facilities, and take steps to avoid complicity in such abuses by private and public security personnel.
6. We maintain and support the fundamental rights at work of our employees and the elimination of discrimination in respect of employment and occupation.
7. We maintain appropriate internal management systems and organisational arrangements that:
 - a. Effectively identify and respond to human rights risks of our activities;
 - b. Clearly inform our business partners of our expectations with regards to human rights;
 - c. Implement controls that ensure human rights risks are avoided or mitigated to the maximum reasonable level;
 - d. Require the reporting and investigation of human rights abuses in line with Trafigura's 'Incident Reporting and Investigation Guidelines';
 - e. Keep records of identified impacts, either real or perceived, and take remedial measures to avoid or mitigate their recurrence.
8. We will establish grievance mechanisms for individuals who may be affected adversely by our operations and will promote their access to remedy.
9. We will engage in voluntary partnerships and initiatives to strengthen our understanding of human rights and how they interface with our business.
10. We will communicate on our efforts to support and respect human rights and our evolving approach to identify and address human rights risks within our business context.

ACT RESPONSIBLY

THINK COMMUNITY

THOSE IMPACTED BY OUR ACTIVITIES DESERVE RESPECT


TRAFIGURA

10.11.2016