

## HUMAN RIGHTS POLICY

Approved by the PRI Board in September 2022.

### Human Rights and the PRI

The PRI recognizes that:

- The commitment to respect human rights is integral to [our values](#), mission and six Principles that underpin our work. We believe that an economically efficient, sustainable global financial system is a necessity for long-term value creation. We regard human rights as a fundamental ESG issue and support adherence to internationally recognized human rights standards in various aspects of our work.
- Building on the unique role of the PRI and our signatory base, and on our distinctive strengths as the world's largest responsible investment organization, the PRI recognizes its responsibility to respect human rights both through the work we do and in our own operations and business relationships.
- Our greatest potential impacts with regards to human rights are through the work we do to help our signatories implement the Principles. Thus, the PRI will particularly prioritize work in human rights as set out in the Strategic Plan (2021-24) and continue to promote human rights issues in the financial sector as a key component of responsible investment.
- PRI also recognizes the need to implement the Human Rights Policy through employee awareness-raising, improved accountability mechanisms, and strengthened joint efforts across different functions within the organization. This can be achieved through the Human Rights Policy and its implementation plan.

### Purpose and Scope

- The purpose of this Human Rights Policy is to set out how the PRI will respect human rights in our day-to-day work.
- This policy is supplemented by a separate implementation plan, setting out in more detail how it is to be implemented.
- This policy applies to all PRI employees, members of the PRI Board and our contractors and suppliers. We believe that everyone who works for the PRI is entitled to work in an environment and under conditions that respect their rights and dignity. We also expect the same of our business partners.

### Commitment

We are committed to:

- Respect human rights as codified under international law in the International Bill of Human Rights, the UN Global Compact Principles and the ILO's Declaration on Fundamental Principles and Rights at Work.
- Identify, assess, prevent, mitigate, and account for human rights impacts throughout our operations as well as in our business relationships in accordance with the UN Guiding Principles on Business and Human Rights.
- Adhere to all applicable laws and regulations wherever we operate. Where national law and international human rights differ, we will aim to follow the higher standard; where they are in conflict, we will seek ways to respect international human rights to the greatest extent possible.

### Implementing our Commitment

The PRI will implement our commitment to respect human rights. This means that we will:

- Maintain a detailed Human Rights **Implementation Plan** to support this Policy
- Prioritize **human rights as a key ESG issue** in responsible investment policies for signatories, advocating the integration of human rights risks and impacts into decision-making of signatories.
- **Train PRI employees** and raise awareness across the organization to promote and implement good human rights practices.
- Apply **criteria and requirements** to implement Human Rights in our procurement process and engage actively with suppliers on this topic.
- Ensure the inclusion of **human rights into other related policies**, including the Diversity, Equity and Inclusion Policy.
- Be transparent on the PRI's human rights related policies and practices, accounting for how we address our impacts on human rights and **communicate and report on our activities** respecting human rights in our Annual Report.
- Ensure the provision of **necessary resources** to implement the policy.

### Accountability and Responsibility

- This Human Rights Policy is a Board Policy and, as such, is approved by the PRI Board.
- The **oversight of the policy** shall be the responsibility of the Finance, Audit and Risk Committee.
- **Operational management and implementation** of the policy will be the responsibility of the Chief Operating Officer. They shall also be accountable for its execution and effectiveness.
- We encourage our **employees** to speak up without retribution, about any concerns they may have, through our existing grievance procedure. No retaliatory action will be taken against any employee for raising concerns under this policy. The PRI is committed to investigating, addressing and responding to the concerns of our employees and take appropriate corrective action in response to any violation of human rights. If you have questions about this policy please speak to your line manager, Human Resources or the Chief Operating Officer.
- **Signatories, suppliers and third parties** can bring to our attention any non-compliance or concerns regarding the human rights impacts of PRI's activities by submitting a written complaint to [governance@unpri.org](mailto:governance@unpri.org). There will be a formal written response from the Chief Operating Officer within 30 working days.

### Reviews and Revisions

- The Human Rights Policy shall be reviewed and approved every year. A full consultative review will occur every 3-5 years.
- Any revisions to, or rescinding of, this Human Rights Policy shall be accompanied by supporting detail on the material changes and associated rationale.
- Roles and responsibilities relating to approval, revision and/or rescinding of the Human Rights Policy will be as described in the Implementation Plan.

Version No.	Approved by	Owner	Approved by date	Date last Review	Review date	Review frequency	Next review date
1.01	PRI Board	Director of Governance, Risk & Compliance	September 2022	September 2022	September 2022	Every year	September 2023