



Policy
ORG-CGMS-POL-006

Human Rights

This policy defines Origin's commitment to respecting and promoting Human Rights.

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1. Application

This policy applies to all employees of Origin and to all contractors engaged directly or indirectly by it. The policy also applies to visitors and other personnel present on Origin work sites, using its facilities, or dealing with its employees or contractors. The policy applies at all times and is not restricted by work hours or other time or place considerations.

2. Accountabilities

Specific Human Rights related responsibilities are shown below:

Term	Definition
Executive General Manager, Corporate Affairs	The Executive General Manager, Corporate Affairs, reporting directly to the Managing Director, has responsibility for Origin's Human Rights Policy
Head of Sustainability	The Head of Sustainability has responsibility for guiding implementation of Origin's Human Rights Policy.
Asset Managers / Project Directors in high risk settings	Asset Managers/Project Directors in high risk settings shall understand and be accountable for adherence to Origin's Human Rights Policy. Asset Managers/Project Directors shall provide adequate resources to support implementation of this Policy commensurate to the human rights risks identified.
All employees and contractors	All Origin employees and contractors shall be aware of and adhere to Origin's Human Rights Policy.

3. Policy

Our approach to human rights is underpinned by our Purpose, Principles and Values, and the Commitments we make to stakeholders. We protect and uphold fundamental human rights at all our operations and projects, by conducting ourselves and our business with due care and in accordance with relevant laws and regulations.

We respect the rights and interests of the communities in which we operate, by listening to them, understanding and managing the environmental, economic and social impacts of our activities.

We care about our impact on our colleagues and the community. We will:

- respect the diverse cultures and heritages of local communities;
- respect the rights of indigenous peoples;
- respect that all employees have a right to reasonable work conditions and remuneration;
- not use forced, compulsory or child labour;
- not tolerate harassment or adverse discrimination;
- require that relevant personnel, including security personnel, receive appropriate human rights and cultural training and guidance; and
- consult with the communities that host us to minimise and compensate for the adverse social impacts of resettlement.

Our activities will be guided by:

- the International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights);
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (which contains the eight core conventions of the ILO, including freedom of association and the right to collective bargaining);
- the ILO Indigenous and Tribal Peoples Convention 169 and the UN Declaration on the Rights of Indigenous Peoples;
- in instances where security personnel are engaged, applicable international law enforcement principles including the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, the Code of Conduct for Law Enforcement Officials and the Voluntary Principles on Security and Human Rights; and
- the UN Guiding Principles on Business and Human Rights.

4. Implementation

Potential human rights risks are managed in accordance with Origin's Risk Management Policy and established accountabilities, risk oversight, management and internal control systems. Further information is available in our [Risk Management Policy](#).

All risk assessments conducted in accordance with this Policy consider human rights risk factors associated with the host country context and Origin's activities.