



STOP THE TRAFFIK Group

HUMAN RIGHTS POLICY

July 2023

STOP THE TRAFFIK Group 35-41, Lower Marsh, London, SE1 7RL
T +44 (0) 20 7921 4258 / info@stopthetraffik.org / www.stopthetraffik.org

STOP THE TRAFFIK is a Company Limited by Guarantee registered in England & Wales NO. 6657145 and a Registered Charity No. 1127321

Traffik Analysis Hub is a Company Limited by Guarantee registered in England and Wales No. 11451182 and a Registered Charity No. 1192933.

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Accountable Senior Officer for Policy: Group Director of Operations
Delegated Responsible Officer: Head of Operations and Compliance Manager

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This document will be reviewed on the 10th of July 2024.

Approvals:

This protocol required the approval of:

STOP THE TRAFFIK Group CEO: Ruth Dearnley

STOP THE TRAFFIK Group Director of Operations: Rebekah Lisgarten

STOP THE TRAFFIK Group Director of Commercial and Marketing: Chris Jones

Distribution:

This protocol is held in our internal systems and will be distributed to the entire STOP THE TRAFFIK staff (employees, part-time staff, trustees, service users, external consultants, partner organisations and volunteers) and trustees upon its launch. If any updates are made, staff and trustees will be contacted via email with the updated document and link to access the policy on the internal systems.



TABLE OF CONTENT

1. Introduction
2. Scope
3. Commitment to International Human Rights
4. Commitment to Human Rights Principles
5. Human Rights Priorities
6. Responsibilities
7. Implementation Mechanisms
8. Reporting and Accountability
9. Review and Revision

1. INTRODUCTION

STOP THE TRAFFIK Group (STTG) is committed to upholding and promoting the principles of human rights, regardless of race, sex, nationality, ethnicity, language, religion, or any other status in all areas of our work. As part of our fight against the international human rights abuse of modern slavery and human trafficking, we are committed to fully promoting and ensuring that human rights are respected throughout our work and operations.

2. SCOPE

This policy applies to all aspects of our organisation, including employees, volunteers, consultants, partners, suppliers, contractors, and any other individuals or entities associated with STTG. This policy applies to all aspects of our operations, including programme implementation, advocacy, partnerships, and internal practices.

3. COMMITMENT TO HUMAN RIGHTS

As part of our commitment to respecting human rights and labour standards, we adhere to the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

We are further committed to the International Labour Organization's (ILO) 1998 Declaration on Fundamental Rights and Principles at Work.

There are additional, specific standards which are often not explicitly referenced, including:

- The International Convention on the Elimination of All Forms of Racial Discrimination;
- The Convention on the Elimination of All Forms of Discrimination Against Women;
- The Convention on the Rights of the Child;
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families;
- The Convention on the Rights of Persons with Disabilities;
- The United Nations Declaration on the Rights of Indigenous Peoples;
- The Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities

4. COMMITMENT TO HUMAN RIGHTS PRINCIPLES

We recognise that human rights are universal, indivisible, and inalienable, and we are dedicated to ensuring that every individual, regardless of race, colour, ethnicity, gender, age, language, sexual orientation, religion, disability, or any other characteristic, is fully and equally entitled to those rights.

We are guided by the following fundamental human rights principles:

- **Universality and Inalienability** - We believe that all individuals are entitled to human rights without exception, and they cannot be taken away from them. STTG has a responsibility to respect and promote the human rights of people within its operations, supply chains and customers it reaches. STTG acknowledges labour rights and that people have the right to live and work in dignity.
- **Equality and Non-Discrimination** - We aim to eliminate discrimination at all levels and to promote equal opportunities for all. We are committed to providing equal opportunities, in our operations and during our recruitment process, and have a zero tolerance for discrimination and harassment.
- **Participation and Inclusion** - We believe that all individuals should have meaningful access to decision-making processes that affect their lives. We champion inclusivity and diversity across our business, including appointing an internal EDI Champion. Our EDI team members train all STTG staff on EDI and protected characteristics annually, to raise engagement across the organisation.

5. HUMAN RIGHTS PRIORITIES

It is our responsibility to focus on a number of critical areas: labour rights, freedom from slavery, forced labour, child labour, community rights, and health and safety. In accordance with UNFPA, STTG is committed to evaluating its Human Rights Priorities based on a gender and social exclusion analysis to ensure STTG's actions **do not** exclude marginalised groups.

6. RESPONSIBILITIES

- **STTG Leadership** - The leadership of STTG, including all Directors, is responsible for setting the tone, culture, and strategic direction of our human rights work. They are accountable for integrating human rights principles into our policies, programmes, and practices. Leadership seeks external expertise as needed, if appropriate.
- **Board of Trustees**- The Board of Trustees of STTG has a responsibility to ensure the effective implementation of the human rights policy and to provide guidance and oversight.
- **Staff and Volunteers** - All staff members, trustees and volunteers are expected to read and understand the contents of this policy, follow its principles, and integrate human rights considerations into their work.
- **Partners, Clients, and Suppliers** - We collaborate with partners, clients and suppliers who share our commitment to human rights and who demonstrate respect for these principles in their actions and operations.

7. IMPLEMENTATION MECHANISMS

We are committed to implementing the following mechanisms to protect and promote human rights within all aspects of our business activities.

- **Integration** – We will conduct and integrate human rights due diligence into all stages of our planning, implementation, monitoring, and evaluation processes, as recommended by the United Nations Guiding Principles of Business and Human Rights.
- **Training and Capacity Building** – We will provide regular training opportunities to our staff, trustees, volunteers, and partners to improve their understanding of human rights principles, relevant laws, and best practices.
- **Monitoring and Evaluation** - We will develop monitoring and evaluation mechanisms to assess the effectiveness of our human rights policies and practices. It will include regular assessments, reviews, and corrective measures.

8. REPORTING AND ACCOUNTABILITY

As part of our commitment to promote and protect human rights within our business activities, we are committed to implementing the following reporting mechanisms:

- **Reporting Mechanisms** - We encourage individuals linked with STTG to report any human rights concerns or violations they witness or experience. Internally, team members can report any concerns to our Head of Operations or Director of Operations, confidentially. If a team member needs to report to someone external, we have a Human Resources team within our parent company that staff can approach confidentially. Finally, STTG runs the STOP APP, an anonymous, confidential app where team members could report incidents of MSHT if appropriate.
- **Investigation and Response** - We will conduct prompt, impartial, and thorough investigations into reported human rights concerns or violations, through HR. If necessary, an independent body would be brought in to review and support remediation. Appropriate action will be taken to address such incidents, including disciplinary measures, if necessary.
- **Non-Retaliation** - We prohibit any form of retaliation against individuals who report human rights concerns in good faith.
- **Remediation** – We seek to promote access to fair remedy where we are directly or indirectly involved in human rights violations.

9. REVIEW AND REVISION

We will annually review and evaluate the effectiveness of this policy, ensuring that it remains aligned with evolving human rights standards, best practices, and emerging challenges. Updates and revisions to the policy will be made as needed and communicated to relevant parties via email with a link to the updated policy.



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