



Human Rights Policy

Respect for Human Rights is a fundamental value of School for Life Foundation (“SFL”). We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, volunteers, students and partners.

Definitions

Human Rights are basic rights inherent to all human beings, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

Responsibility

The Human Rights Policy is owned and maintained by SFL’s Board of Directors and CEO.

We use due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for, or co-operate in, their fair and equitable remediation.

SFL also expects all partners and providers to uphold these principles and urges them to adopt similar policies within their own businesses.

The Human Rights Policy is overseen by School for Life’s Board of Directors, and is administered by the CEO and COO.

Guidelines

SFL conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights.

All employment with SFL is voluntary. We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.

SFL abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.

SFL respects our employees’ right to choose to have or not to have recognised employee representation in accordance with local law.

Diversity is key focus at SFL. We recognise that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage.

SFL believes everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on race, religion, ethnicity, indigeneity, disability, age, political beliefs, marital status, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status or any other protected class.

In addition, SFL is committed to the following principles:

- Respecting all human rights;
- Conducting on-going human rights due diligence to assess and mitigate potential human rights infringements; and
- Expecting those with whom SFL does business to respect all human rights.

Compliance

Employees, volunteers and partners are expected to comply with this and all applicable SFL policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities. Where we have sound reason to believe that our partner organisations infringe Human Rights we reserve the right to cease those relationships as warranted.