



IMRO

Ihorere Munyarwanda Organization

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HUMAN RIGHTS POLICY

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(IMRO) Ihorere Munyarwanda Organization is a national Non-Governmental Organization that was founded in 1999 and legally operating in Rwanda. We were granted legal personality No 03/11 and have fulfilled all requirements for compliance with the new Law number 04/2012 of 17th February 2012 governing the Organization and Functioning of National Non-Governmental Organizations/RGB-Rwandan Law.

IMRO respects human rights, which means IMRO acts to avoid infringing on the rights of others and commits to addressing impacts that occur as a result of our activities. In developing this policy, we are guided by the principles of the internationally recognized human rights norms:

- The Universal Declaration of Human Rights
- The Voluntary Principles on Security and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Declaration on the Rights of Indigenous Peoples
- Guiding Principles on Business and Human Rights; Implementing the UN “Protect, Respect, and Remedy” Framework.

We are also subject to the laws of the countries in which we operate and are committed to complying with all such laws, while abiding by the international human rights norms described above.

Our commitment is based on the following principles:

Human Rights Due Diligence

IMRO develops and implements due diligence processes to identify potential impacts on human rights. The scope of due diligence shall apply to all of our activities, including our relationships with others.

Labour

IMRO treats its employees fairly and with respect. We promote diversity in the workplace and strive to provide an environment that is free from harassment, violence and intimidation. First Quantum's employment policies adhere to all applicable domestic laws and are, to the extent reasonable, consistent with the internationally accepted labour standards listed above. This includes the right to freedom of association and collective bargaining, non-discrimination, and the banning of forced labour and underage workers.

Communities

Through engaging with stakeholders, we seek to understand the social, cultural, environmental and economic impacts of our activities in the local, regional and national contexts. Through such engagement we identify and respond to stakeholder concerns, and work to optimize benefits and reduce negative impacts. We believe that IMRO contribution to economic development of our country, together with our community engagement and development programs (which may include procurement, training, employment, community-based health, education and cultural heritage initiatives) can further contribute to the realization of human rights. Where indigenous communities are present, we will use reasonable efforts to respect their standing as distinct, self-determining peoples with collective rights.

Security

We strive to protect our people and assets, and provide a secure environment in which our businesses organization can operate. Our security policies, systems, guidelines and practices, to the extent reasonable, are consistent with international standards, including the Voluntary Principles on Security and Human Rights, and the laws of the jurisdictions where we operate.

Grievance and Dispute Resolution

We seek to ensure that stakeholders who are or could be affected by our activities have access to community feedback mechanisms that are legitimate, accessible, predictable, timely, equitable and transparent.

IMRO approach to resolving disputes and grievances is based on respect, engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do.

Awareness of this policy among IMRO employees, subsidiaries and contractors and communities is essential to ensuring that we meet the goals of this policy. We will communicate our approach to discharge our duty to respect human rights internally and externally, provide training to employees and contractors on their responsibilities, and incorporate feedback from stakeholders to ensure continuous improvement in our implementation of this policy.

We commit to open and transparent reporting on human rights issues and incidents in our annual Sustainability Report and through continuous engagement with our stakeholders.

Aimable MWANANAWWE
National Coordinator



Flavienne NDAYISHIMYE
Legal Representative

A handwritten signature in blue ink, appearing to be 'Flavienne Ndayishimye', written over a set of horizontal lines.