

Shareholder Resolution: Commitment to Human Rights

Whereas, international norms and expectations for responsible business conduct increasingly require companies to respect human rights throughout their operations and value chains;

Whereas, the United Nations Guiding Principles on Business and Human Rights (UNGPs), endorsed by the UN Human Rights Council in 2011, establish that businesses have a responsibility to respect human rights, conduct human rights due diligence, and provide remedy for adverse impacts;

Whereas, *[Company Name]* has a global presence and relationships that could result in adverse human rights impacts if not effectively managed;

Whereas, investors believe that meaningful and public human rights commitments support long-term value creation and risk management;

Resolved

Shareholders request that the board of directors adopt, implement, and publicly disclose a comprehensive human rights policy commitment, at minimum aligned with the UN Guiding Principles on Business and Human Rights.

Supporting Statement

At a minimum, the requested policy should:

- Be approved by the Board of Directors or a committee thereof;
- Commit to respect all internationally recognized human rights, as set forth in the International Bill of Human Rights and ILO Core Labor Standards;
- Apply to all operations, suppliers, and business partners;
- Describe how the company will embed respect for human rights throughout its operations and value chain;
- Be made publicly available on the company's website.

Shareholders believe that adoption of such a policy would demonstrate corporate accountability and improve stakeholder trust by clarifying the company's expectations for its employees, suppliers, business partners, and customers.

Submitted by: [Shareholder Name or Group]