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Commonwealth Games Federation Human Rights Policy Statement

Approved in Colombo, Sri Lanka on 5 October 2017

Transformation 2022 Strategy – A Human Rights Commitment

The Commonwealth Games and Commonwealth Sport Movement have a well-established history and proud heritage of uniting diverse nations and cultures through the power of sport.

The vision of the Commonwealth Games Federation (CGF) is to build peaceful, prosperous and sustainable communities through sport, and our *Transformation 2022* Strategy, unanimously approved by the CGF General Assembly in September 2015, is underpinned by the values of 'Humanity, Equality and Destiny'. *Transformation 2022* seeks to articulate our values to our partners and stakeholders. Good Governance is one of four strategic priorities, and to meet this priority CGF has pledged: "To implement decisions and activities which adhere to universal principles of good governance. This is underpinned by a strong commitment to, and respect for human rights, environment and sustainability, health, safety and wellbeing, as well as accessibility and inclusivity". This Human Rights Statement represents the next step in the CGFs commitment to embed human rights within our governance, management systems, development, events, fundraising and marketing.

Our Pledge

The Commonwealth Games Federation is committed to respecting all international human rights standards as enshrined within the Universal Declaration of Human Rights (1948) and the UN's nine core international human rights treaties among them the UN Convention on the Rights of the Child (1989). We are committed to the Commonwealth Charter (2013) and to other regional human rights charters and instruments as may be locally applicable to our operations. The CGF recognises that some rightsholders, for example children, are particularly vulnerable and will be guided by other international human rights standards, codes and principles - such as the Children's Rights and Business Principles - where their provisions can further support our efforts to respect the rights of particular affected groups. In the event that CGF's activities extend to armed conflict situations we will respect international humanitarian rights law.

Where international human rights standards and national laws and regulations differ or are in conflict, CGF will make every effort to apply the higher standard without breaking domestic laws. We will engage constructively with public authorities and other stakeholders to ensure we uphold our commitment international human rights.

The CGF in its daily operations and relationships is committed to implementing the UN Guiding Principles on Business and Human Rights (2011) and embraces the ILO Declaration on

Fundamental Principles and Rights at Work (1998). We recognise our responsibility to respect human rights and to provide or contribute towards access to effective remedy where adverse human rights impacts occur.

The CGF recognises that our operations and those of our partners have the potential to impact adversely on the human rights of a range of key stakeholders, including but not limited to our direct employees, the workforce across our supply chains for goods and services, people in the communities where the Games are held (including vulnerable groups such as women and children), the athletes and spectators. We seek at all times to understand and mitigate the risks of harming people's rights.

CGF goes beyond compliance and also champions human rights through programmes and activities that promote the protection and enjoyment of human rights, and which benefit the societies in which we operate and serve.

Application of the Policy Statement

We aim to apply this Human Rights Policy Statement to the CGF's leadership and all our staff. The Policy Statement further reflects the expectations we have of our partners and other key stakeholders as their activities relate to the CGF. These include the Commonwealth Games Associations, the Local Organising Committees for the Commonwealth Games and Commonwealth Youth Games (the Games), our commercial partners and suppliers, and others linked to the CGF through our business relationships.

Our Human Rights Due Diligence and Remediation Responsibilities

In line with our commitment to adhere to the UN Guiding Principles on Business and Human Rights, the CGF is dedicated to undertaking an ongoing process of human rights due diligence to avoid causing or contributing to adverse human rights impacts through our own activities; and mitigate and account for how we address any adverse human rights impacts. The CGF also seeks to prevent or mitigate adverse human rights impacts directly linked to CGF operations, goods or services through our business relationships, even where the CGF is not directly responsible; and will use our leverage with those third parties with whom we have relationships to the fullest extent possible to ensure positive human rights outcomes.

The CGF is committed to meaningful consultation with potentially affected groups, including those at heightened risk of marginalisation or vulnerability, as in the case of children.

The CGF commits to provide for, or cooperate in supporting, access to remedy for victims where our activities cause or contribute to adverse human rights impacts. The CGF is also dedicated to promoting, or cooperating in, access to remediation where adverse human rights impacts are directly linked to us via our business relationships.

Process to embed human rights across the CGF's operations and events

To embed our due diligence process and commitment to remediation we have been working with human rights and child rights experts to examine and strengthen our existing governance and management systems. Unicef UK is supporting us in carrying out a human rights gap analysis and making revisions to existing policies and procedures, including of the Candidate City Manual and our Host City Contracts for the Commonwealth Games and Commonwealth Youth Games ('The Games'). We have published a revised Candidate City Manual, and have consulted with human rights and transparency experts to strengthen our portfolio of bid-related documents.

As relates to our events, in March 2016 we began a three-year process to strengthen the human rights due diligence capacity of the Hosts for the next four Games. This work is ongoing. During 2017 Unicef UK supported the CGF's Project Review team by advising the Bahamas Organising Committee for the 2017 Commonwealth Youth Games and its partners on human and child rights and supported them in the development of a human rights policy, and child safeguarding policy and implementation process. Unicef UK has also been directly supporting the Gold Coast 2018 and Belfast 2021 Organising Committees with their work.

The CGF is mapping our relationships, to identify where our activities and those of our partner organisations, might adversely impact people's human rights and to prevent and mitigate the most salient risks. Our principal relationships at present are with the Commonwealth Games Associations, and the Games Local Organising Committees. The CGF's Governance and Integrity Committee will continue to evaluate human rights impacts as part of the process of reviewing our wider governance structure. This review includes how such considerations impact our work with global Sponsor and Broadcast partners.

The aim of this work is to publish a CGF Human Rights Policy and human rights Due Diligence Strategy ahead of the CGF General Assembly in March 2018 for ratification.