

# Human Rights Statement

We are guided and sustained by our Core Values of Safety, Teamwork, Respect and Integrity that serve as a compass for how we conduct business and a common value set that the fundamental rights and dignity of all people must be respected. As mandated by GHD's Board in our [Sustainability Policy](#), we are committed to respecting human rights in our own operations and complying with the laws of the countries in which we do business.

**We have an opportunity to positively impact the protection of human rights within our sphere of influence.**

To this end, we encourage and support our clients and other business partners in their efforts to act in accordance with internationally recognised human rights standards.

In delivering our services, we:

- Expect our employees and suppliers to comply with this statement, in the context and spirit of GHD's values and [Code of Conduct](#).
- Respect and support human rights as set out in the United Nations (UN) [Universal Declaration of Human Rights](#), the [UN Global Compact](#) and the [UN Guiding Principles on Business and Human Rights](#).
- Comply with applicable legislation that supports human rights wherever we operate. Where our human rights statement goes further than local laws, we will operate to our statement. If our statement conflicts with local law, we will follow local law while trying as far as possible to act in accordance with the spirit of our statement.
- Do not tolerate bribery and corruption in any form. Bribes, pay-offs, facilitation payments, secret, unjustified or inflated commissions, kickbacks and any like payments are strictly prohibited.
- Are committed to providing our employees with a fair, safe and healthy working environment that is free from unlawful discrimination, harassment, bullying or victimisation.
- Do not tolerate or support the use of child labour, forced or compulsory labour in our operations, as further articulated in our [Child Protection Policy](#) and [Modern Slavery Statement](#).
- Respect and support the right of employees to establish, join or not join trade unions or other associations, and we recognise any local rights to collective bargaining.
- Are committed to being an inclusive employer, promoting and valuing diversity within our workforce, among our customers, suppliers and in the communities in which we operate.
- Respect our employees' privacy and protect their personal information.
- Care about the way our suppliers do business and we will work with them to continuously improve. Our [Vendor Code of Conduct](#) outlines our expectations of working with GHD.

→ **More resources**

[GHD Publications: ESG Report](#)

