

Human Rights Awareness Design Document

<i>Business Purpose</i>	This training will provide an overview of the company's position on human rights, its importance to our business, and our approach to managing potential human rights issues. It will allow our employees to understand to position the company takes and allows them to be better members of our community and culture. This will create a safer environment for our employees and provide a happier environment to create less turnover.
<i>Target Audience</i>	All current personnel
<i>Training Time</i>	15 minutes
<i>Training Recommendation</i>	● eLearning course created in Articulate Rise ○ Course will provide an overview of the company's position on human rights and what is expected at the company for the employees.
<i>Deliverables</i>	● Design Document ● 1 e-Learning course developed in Rise
<i>Learning Objectives</i>	At the end of this course, the learner will be able to: ● Define "human rights" and the types of stakeholders who are impacted by these risks ● Identify why this is important to you, our company and other stakeholders ● Restate the company processes in place to manage human rights issues
<i>Training Outline</i>	● Welcome ● Objectives ● Define Human Rights, as defined by the United Nations. ○ According to international frameworks*, human rights are universal and inalienable rights inherent to all human beings. Human rights can be grouped into different categories. ▪ Civil and Political ▪ Workplace ▪ Economic, Social, and Cultural ● Why is it important ○ Part of company's approach to business ethics and conduct. ○ Key aspects of the business case for systematically ensuring we respect human rights ● Who is impacted ○ Human rights issues that may be associated with a company's operations can typically involve a wide array of stakeholders, often with different or conflicting roles, motivations and outcomes ● Who is responsible

Human Rights Awareness Design Document

	- o the Human Rights Council approved the UN "Protect, Respect and Remedy" Framework which set out the boundaries of human rights responsibility for all businesses from all countries and industries ● How the company manages human right issues. - o Policies, Positions, and Principles - o Integration and Implementation - o Internal and external Communications ● Quiz ● Summary
<i>Evaluation Plan</i>	● 5 questions – Multiple choice ● Learner must score 80% to pass. ● They will have 3 tries before they will need to take the course over.