



# Human Rights, Gender Equality, Anti-Slavery, and Forced Eviction Policy

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## Introduction

The UK Carbon Code of Conduct (UKCCC) is committed to promoting environmental sustainability while ensuring the protection of fundamental human rights, promoting gender equality, and preventing any form of slavery, human trafficking, or forced eviction in carbon project activities. This policy establishes the principles and guidelines that all UKCCC-affiliated projects, stakeholders, and partners must adhere to, ensuring that climate action is conducted in a manner that respects and upholds the dignity, rights, and well-being of all people involved.

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## 1. Policy Objectives

The objectives of this policy are to:

1. **Respect and Protect Human Rights:** Ensure that all carbon credit projects comply with international human rights standards and avoid practices that infringe upon the rights of individuals or communities.
  2. **Promote Gender Equality:** Ensure equal opportunities and benefits for all genders, recognizing the unique roles and contributions of women and marginalized genders in climate action.
  3. **Prevent Slavery and Human Trafficking:** Establish a zero-tolerance approach to slavery, human trafficking, and all forms of exploitation in carbon credit projects.
  4. **Prevent Forced Evictions:** Prohibit the forced eviction or displacement of individuals or communities for the purposes of carbon credit projects, ensuring that land use changes respect local inhabitants' rights and livelihoods.
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## 2. Human Rights Policy

### 2.1 Commitment to International Standards

The UKCCC and its stakeholders commit to upholding the **Universal Declaration of Human Rights** (UDHR), the **International Covenant on Economic, Social, and Cultural Rights** (ICESCR), and the **International Covenant on Civil and Political Rights** (ICCPR). All projects must comply with international human rights frameworks, ensuring that:



- Communities are consulted and actively engaged in project design and implementation.
- Indigenous peoples' rights are respected, including their right to free, prior, and informed consent (FPIC) before projects are initiated on their lands.
- Projects do not infringe on the right to livelihood, shelter, health, or other basic rights.

## **2.2 Community Engagement and Participation**

- All project developers must engage with affected communities and interested parties in a transparent, inclusive, and culturally appropriate manner.
- Participation in projects must be voluntary, and communities must be informed of their rights, risks, and benefits associated with the project.
- Projects must avoid practices that discriminate based on race, ethnicity, gender, sexual orientation, religion, or other protected characteristics.

## **2.3 Grievance Mechanism**

- A formal grievance mechanism must be established for all projects, enabling individuals and communities to raise concerns or report human rights violations without fear of retaliation.

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## **3. Gender Equality Policy**

### **3.1 Gender-Inclusive Project Design**

All UKCCC-affiliated projects must adopt a gender-responsive approach, ensuring that both men and women benefit equally from carbon credit activities. Specific actions include:

- Gender analysis during the project planning phase to identify potential gender impacts.
- Ensuring equal access for women to employment, decision-making, and leadership roles in carbon credit projects.
- Guaranteeing that project benefits, such as revenue from carbon credits, are equitably distributed across genders.

### **3.2 Gender-Sensitive Consultation**

- Project developers must ensure that women and marginalised genders are actively involved in all consultation and decision-making processes.
- Gender-sensitive communication methods must be used to overcome barriers to participation, such as illiteracy or cultural norms that might restrict women's participation.

### **3.3 Gender Monitoring and Reporting**



- Projects are required to monitor gender-related outcomes and report on gender impacts, ensuring that progress toward gender equality is tracked and adjustments are made if necessary.
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## **4. Anti-Slavery and Human Trafficking Policy**

### **4.1 Zero-Tolerance Approach to Slavery and Human Trafficking**

The UKCCC has a strict zero-tolerance policy toward any form of modern slavery, human trafficking, or forced labour within carbon projects. This includes:

- Ensuring that all labour involved in carbon projects is voluntary and that workers are paid fair wages, consistent with national labour laws and international labour standards.
- Prohibiting the use of child labour, forced labour, bonded labour, or human trafficking in any part of the carbon credit project cycle.

### **4.2 Labour Rights and Fair Working Conditions**

- All workers involved in carbon credit projects must have safe and fair working conditions, including access to health and safety protections, regular working hours, and the freedom to join or form labour unions.
- All contractors, suppliers, and partners working on UKCCC-affiliated projects must also adhere to these standards, and any breach of these standards will result in termination of the relationship.
- All projects must uphold the law in their jurisdiction.

### **4.3 Monitoring and Auditing**

- Regular audits and monitoring will be conducted to ensure compliance with anti-slavery and anti-trafficking laws and regulations.
  - Any project found to be in violation of these principles will be required to take immediate corrective action, and the UKCCC reserves the right to suspend or cancel carbon credit issuance for non-compliant projects.
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## **5. Anti-Forced Eviction Policy**

### **5.1 Prohibition of Forced Evictions**

- The UKCCC prohibits any form of forced eviction or involuntary displacement as part of carbon credit project activities.
- Land acquisition or land-use changes for carbon projects must respect the property and land rights of individuals and communities, and any resettlement must be voluntary, based on full consultation and compensation.



## 5.2 Free, Prior, and Informed Consent (FPIC)

- Projects that affect Indigenous peoples or local communities must adhere to the principle of Free, Prior, and Informed Consent (FPIC), ensuring that affected communities have the right to approve or reject projects before they commence.
- FPIC must be obtained in a transparent and culturally appropriate manner, with clear information provided on the project's potential social, environmental, and economic impacts.

## 5.3 Compensation and Resettlement Standards

- In the rare case where resettlement or land-use changes are agreed upon voluntarily, fair and adequate compensation must be provided to the affected communities.
- Resettlement plans must be developed in collaboration with affected communities and comply with international standards such as the **UN Basic Principles and Guidelines on Development-Based Evictions and Displacement**.

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## 6. Implementation and Compliance

### 6.1 Stakeholder Responsibilities

- **Project Developers:** Must ensure full compliance with this policy in all stages of the carbon credit project lifecycle. This includes human rights due diligence, gender equality strategies, labour rights enforcement, and responsible land-use practices.
- **UKCCC Commissioner:** Responsible for monitoring compliance with the policy, investigating complaints or violations, and ensuring that corrective measures are taken.
- **Third-Party Auditors:** Conduct independent audits and verification of compliance with human rights, gender equality, and labour standards as part of the MRV (Measure, Report, Verify) process.

### 6.2 Training and Capacity Building

- All project developers and partners are required to undergo training on human rights, gender equality, and anti-slavery principles as part of the UKCCC certification process.
- Gender and human rights awareness will be integrated into project planning, implementation, and monitoring to ensure that these principles are upheld at every stage.

### 6.3 Non-Compliance and Penalties



- Projects that violate this policy will face penalties, including suspension from the carbon credit registry, cancellation of credits, or disqualification from participating in UKCCC programs.
  - Non-compliance may also result in legal action or referral to national authorities for investigation and enforcement of human rights, labour, or land laws.
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## **7. Grievance and Redress Mechanisms**

### **7.1 Grievance Process**

- A formal grievance mechanism will be established to allow affected individuals or communities to raise concerns related to human rights, gender equality, slavery, or forced evictions in carbon projects.
- Grievances can be filed anonymously and must be addressed in a timely and transparent manner.

### **7.2 Remedial Actions**

- If a grievance is found to be valid, immediate steps will be taken to remedy the situation, including halting project activities, compensating affected individuals, or revising project practices.
  - The UKCCC will ensure that all remedial actions are implemented in full and that affected individuals or communities receive the necessary support.
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