



HUMAN RIGHTS AT SEA

ENVIRONMENT POLICY

Adopted: Sept 2020

Renewed: October 2025

Policy Statement

Human Rights at Sea (HRAS) CIC recognises that Environmental Rights are Human Rights. HRAS is committed to taking targeted steps to reduce its negative impact on the Environment.

Scope

The policy applies to all beneficiaries, supporters, employees, volunteers, management, partners, consultants and service suppliers.

Ethics Principles

HRAS's ethics principles: Beneficiaries First, Ethical Culture, Transparent & Accountable, Outward Facing Risk, Due Diligence and Code of Conduct, inform this policy. *Please read the HRAS Ethics Policy in conjunction with this Policy.

Standards

HRAS management and staff are expected, as a minimum, to comply with all applicable international environmental standards, national legislation, statutory requirements, and existing policies.

HRAS is committed to the following:

- 95% of paper must be recycled or Forest Stewardship Council FSC forest paper
- All flights must be approved by the management with clear explanation of why virtual solutions are not sufficient
- A virtual head office and virtual meetings are the default unless otherwise updated, stated or informed.

Roles and Responsibilities

The Founder, President and/or designated senior management hold overall accountability for this policy. It is the responsibility of senior management to ensure the delivery and implementation of this policy. The Founder, President, designated senior management, staff and contractors must meet the above set standards.

Breach of this policy

Breach may result in disciplinary or administrative action as a staff member or contractor under contract.

ENDS.