

EAST AFRICAN
CRUDE OIL
PIPELINE

HUMAN RIGHTS

GOVERNANCE HUMAN RIGHTS POLICIES

Human Rights
Policy

Gender Equality
& Social Inclusion

Sexual Harassment
Prevention Policy

Assessment (Human Rights Due Diligence) Mitigation Actions to address main salient issues recommendations



Labour and Working Conditions

- Ensure absence of forced labour, child labour prohibited (EACOP minimum Age: 18 yr old), no discrimination or harassment.
- Project Industrial Relations (IR) to monitor workers conditions with the contractors.



Gender

Support participation of women in workforce through recruitment, capacity building and enabling work environment; support participation of female suppliers.



Vulnerable Ethnic Groups self-identifying as Indigenous Peoples

Specific agreements and commitments with the Maasai, Akie, Barabaig and Taturu.



Human Rights Defenders

Partnerships with Uganda Human Rights Commission and Commission on Human Rights and Good Governance in Tanzania.



Grievance Mechanisms

Maintain dedicated channels for project-affected communities, contractors' workers, EACOP Staff and NAVEX whistleblowing channel available for all stakeholders.



Information and consultation

Regular engagement and consultation with stakeholders (communities, civil society organisations, contractors, workforce) to share information and exchange views, concerns, etc.



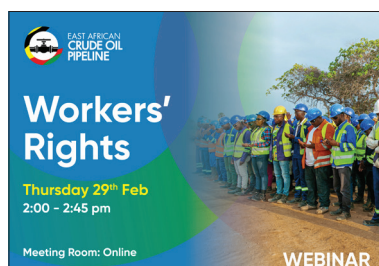
Regular trainings on human rights

Monthly webinars, Lunch and Learn sessions, online training (grievance mechanisms, prevention of sexual harassment, women's rights).



Voluntary Principles on Security and Human Rights (VPSHR)

100% of private security providers' staff trained on VPSHR.



PREVENTION OF
**SEXUAL
HARASSMENT**

