

Voluntary Principles on Security and Human Rights (VPSHR)

Course Objective	At the end of this course, company and private security personnel, as well as public security personnel (forces), will have knowledge and understanding of how to conduct their daily tasks in compliance with the VPSHR and with the company's policies regarding human rights and ethical conduct. Specifically, participants will be able to demonstrate professional proficiency with regard to the use of force, or other coercive measures, in accordance with human rights standards and ethical conduct.
Assessment	Assessment will occur through specifically designed group activities, scenarios, and discussions requiring participants to apply the knowledge and skills acquired throughout the course.
Sections	Course Introduction Module 1: Human Rights Framework for Global Operations and Security Practices Module 3: Human Rights and Ethics Module 2: Roles and Responsibilities of Security Personnel Module 4: Human Rights and the Use of Force Course Conclusion
Duration	2 days (12 hours total, maximum of 6 hours per day)
Intended Audience	Company security personnel, select supervisors, as well as private and public security providers (forces) supporting the company's security operations at global projects/operations sites.

Description	<p>The course is designed to introduce all security personnel supporting the company's security operations to the human rights (HR) framework and the VPSHR that apply to their duties and responsibilities.</p> <p>To ensure that all security personnel respect and protect the human rights (HR) of the persons and communities that they work in, as well as the VPSHR, all security personnel will be provided practical training in this course.</p> <p><i>Module 1</i> focuses on providing participants with a basic understanding of the HR framework and the VPSHR that they have to respect, protect and uphold.</p> <ul style="list-style-type: none">• Participants will also be introduced to the various company policies and procedures that reflect and support the implementation of HR and the VPSHR as part of projects, business operations and security operations.• The company process and steps that must be used to report allegations or incidents of HR violations will also be introduced and explained to participants. <p><i>Module 2</i> introduces participants to the various codes of conduct, principles, values and the steps that can be taken to ensure that security personnel continuously perform their tasks according to company policies and procedures and that they act in a professional manner that protects and respects the rights of the persons and community that they deal with.</p> <ul style="list-style-type: none">• The consequences of misconduct will also be dealt with as well as the mechanisms in place to report misconduct or the unethical behaviour of security personnel and company employees. <p><i>Module 3</i> introduces participants to the various security personnel that form part of the company's security operations, as well as the duties and responsibilities that they have, considering the local laws and security policies that apply to them.</p> <ul style="list-style-type: none">• Participants will also explore the HR associated with security actions such as temporary detention, arrest,
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	<p>search and seizure, dealing with assemblies, crowd control, and evictions.</p> <p>This opportunity will also be used to introduce security personnel to basic guidelines that can be followed to respect the rights of vulnerable groups such as women, children, foreign workers, and victims of crime and human trafficking.</p> <p>Finally, <i>Module 4</i> will introduce participants to HR and the use of force (UOF).</p> <ul style="list-style-type: none"> • Participants will be introduced to five steps that can be used to ensure that the force used during security actions is lawful and proportional. • United Nations and company guidelines and principles for the UOF and firearms will be discussed. • Participants will also discuss the rights and the UOF during temporary detention, arrest and dealing with assemblies.
<p>Module Objectives</p>	<p><i>Module 1</i></p> <p>At the end of this module, you will be familiar with human rights frameworks, principles, concepts, and norms regulating security related duties and responsibilities, applicable to Rio Tinto global operations and security practices.</p> <p><i>Module 2</i></p> <p>At the end of this module, you will be able to perform your duties and responsibilities as security personnel according to HR, national laws, company policies, and the VPSHR, by applying your skills and knowledge to specific scenarios and activities.</p> <p><i>Module 3</i></p> <p>At the end of this module, you will be able to conduct your duties and responsibilities as security personnel according to various codes of conduct, by applying your skills and knowledge to specific scenarios.</p> <p><i>Module 4</i></p> <p>At the end of this module, you will be able to apply the international principles and guidelines on the use of force and firearms to their duties as security personnel, using practical scenarios and based on the five steps suggested in this module.</p>

