



Human Rights Remediation Process

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Summary

This document conveys Sims' process for effectively responding to allegations of adverse human rights impacts. Key priorities are (a) safeguarding those impacted (b) recognizing the need for involvement of specially trained people, which may include law enforcement or trusted partners, (c) using Sims' control and leverage to stop the impacting activities quickly whether they be within Sims or at a third-party, (d) working to remediate the harm done, (e) taking steps to prevent future impacts, and (f) reporting internally and publicly on the situation and Sims' response so as to be transparent with stakeholders.

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Introduction

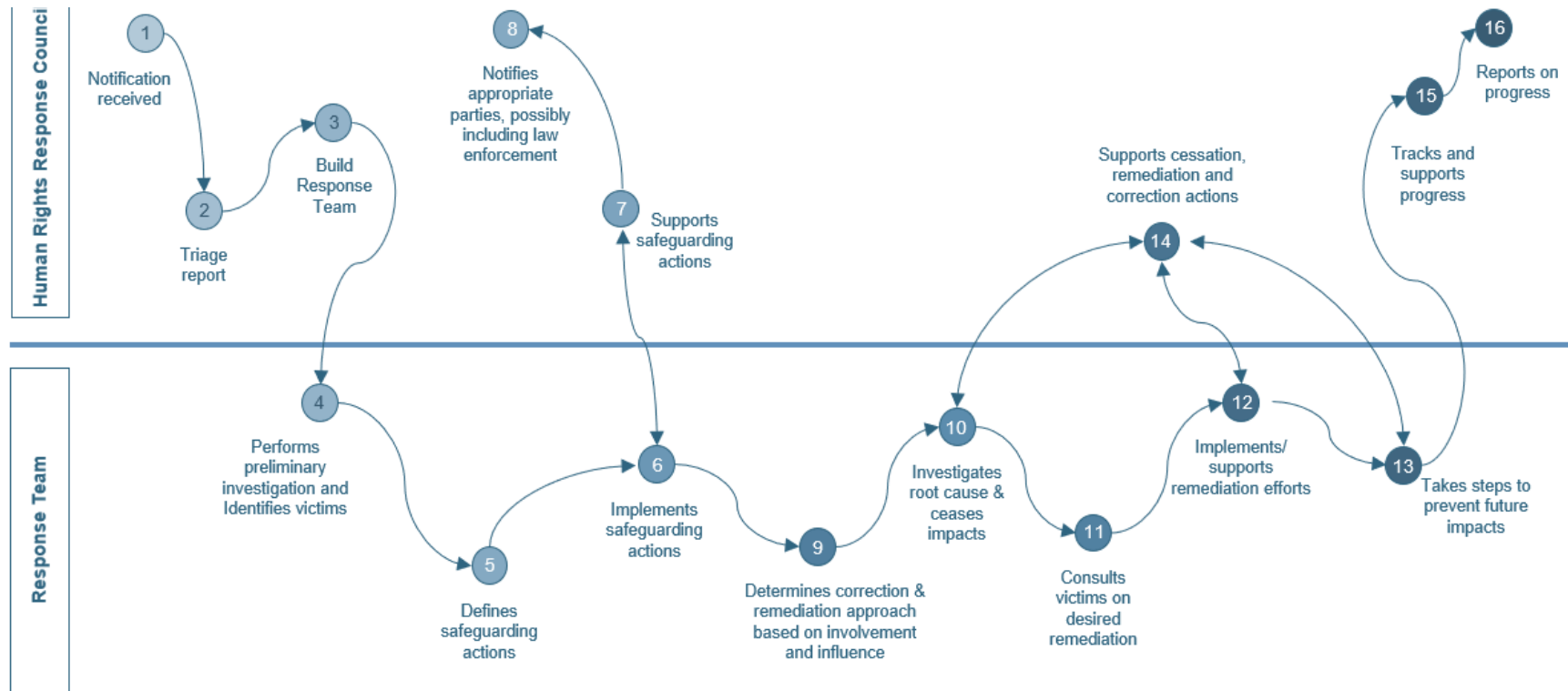
Sims Limited (“Sims”) is determined to protect the human rights of its personnel and those who may be impacted by its operations, including within its value chain. If Sims learns it might be involved in potential adverse impacts to human rights, including modern slavery, it will act promptly and diligently. The key elements that must always be incorporated into Sims’ response to allegations of [adverse human rights impacts](#) are:

- Involving people trained to respond to human rights violations, which may include trusted partners external to Sims;
- Ensuring those impacted are safeguarded;
- Leveraging Sims’ control and influence to cease the harmful activities as soon as possible and prevent future harm;
- Working directly and through partners to ensure those impacted are provided with support and where appropriate compensation sufficient to restore them to the situation that would have existed if the adverse impact had not occurred; and
- Being transparent by reporting (internally and publicly where appropriate) on the situation and its response while also protecting the privacy of those involved.

Sims is determined to provide appropriate, timely and meaningful responses to allegations of adverse human rights impacts in its operations and value chains. All responses are to be context-appropriate with paramount consideration to safeguarding those who have been impacted.

This document provides guidance on the types of responses that may be appropriate and an explanation of the considerations and steps to be performed. Below is Sims’ Human Rights Remediation Approach Flowchart which graphically presents the process at a high-level to help clarify the steps and associated responsible parties.

Human Rights Remediation Approach



Glossary

Adverse human rights impacts: when a basic human right of a person or persons is negatively affected. See Appendix A for a list of the United Nation's 30 Basic Human Rights.

Cause: when Sims' operations directly result in modern slavery practices and other adverse human rights impacts.

Contribute to: when Sims' operations and/or actions in its supply chain, including acts or omissions, may facilitate or incentivise or contribute to modern slavery practices or other adverse human rights impacts.

Directly linked to: when Sims' operations, products or services may be connected to modern slavery or adverse human rights impacts through the activities of another entity Sims' has a business relationship with, including those in its supply chain, even those with which Sims' does not have a direct contractual relationship.

Human Rights Response Council: the group of business leaders charged with overseeing Sims response to and remediation of possible negative human rights impacts. It consists, at a minimum, of Group Chief General Counsel, Group Chief Risk & Sustainability Officer, and Group Chief Human Resources Officer.

Implementation Plan: the approach developed by the Response Team to cease the impacts, remediate the harm, and prevent further negative human rights impacts.

Information Gathering Principles: the following principles which must be applied to the collection of information regarding a report of adverse human rights impacts:

- if any information that could reasonably identify someone is gathered, the process must adhere to relevant regulations, such as the Privacy Act 1988 (Cth), and General Data Protection Regulation as well as Sims' [Code of Conduct](#) and related policies; and
- whenever possible those impacted should be protected by:
 1. maintaining strict confidentiality;
 2. acting with express and informed consent of the impacted people where it is possible to identify them; and
 3. explicitly informing (and where required obtaining consent of) impacted people when information is shared with third parties.

Remediation: the process or act of providing a remedy with an aim of restoring those harmed to the situation they would have been in had the adverse human rights impacts not occurred.

Report: allegation that a potential human rights impact/s has occurred. All reports undergo the same response and remediation process regardless of their source (i.e., internal or external).

Response Team: the group of individuals with the necessary skills and experience to deal with the specific report of adverse human rights impacts, led by a qualified individual trained in the handling cases of adverse human rights impacts including modern slavery.

Responsible party: the party, be it an individual, organization or government, that took the actions which caused the adverse human rights impact/s.

Reporting Avenues

The following are the avenues through which concerns or allegations of adverse human rights impacts may come to Sims' attention. The avenue through which the report/s are received will have some impact on the steps taken.

Direct report

An adverse human rights impact may be reported directly to an employee of Sims or through Sims' hotline or other grievance mechanisms. When a direct report is received it will be important to determine whether whistleblower protections apply as outlined in [Sims' Whistleblower Policy](#).

Internal due diligence

An adverse human rights impact may be discovered through Sims' internal due diligence processes including via:

- direct observation;
- data provided by stakeholders in response to questionnaires (such as a modern slavery questionnaire);
- discussion and engagement with suppliers and other third-parties; and
- audits revealing data indicative of adverse human rights impacts.

Media allegation

It may be that the first news of a potential adverse human rights impact is received via stories in the media. When this occurs, Sims' Crisis Management Plan should be implemented as soon as possible.

Law enforcement or Regulators

Sims may first learn of an allegation of an adverse human rights impact when notified by law enforcement or regulators that an investigation is underway. If this occurs, implementation of Sims' Crisis Management Plan should be part of the response.

Initial Response

Regardless of the method through which adverse human rights impacts are discovered or reported, Sims should act quickly to identify and safeguard those who may have been impacted.

Prior to the collection or creation of any documents (including emails) [Sims' Human Rights Response Council](#) must be notified of the potential adverse human rights impact (as outlined below) so it may discuss the preliminary investigation process, and documentation issues (such as confidentiality, privacy, and legal professional privilege).

Notification received by Human Rights Council (Step 1)

Human Rights Response Council

The first step after a concern or allegation is received is to immediately report it to Sims' Human Rights Response Council ("Council") which provides oversight of and support for Sims' response. The Council consists, at a minimum, of Group Chief General Counsel, Group Chief Risk & Sustainability Officer, and Group Chief Human Resources Officer.

The Council can be notified by:

- All Council members: HRHC@simsmm.com
- Group Chief General Counsel: gretchen.johanns@simsmm.com or +1-212-500-7478
- Group Chief Risk & Sustainability Officer: elise.gautier@simsmm.com or +61- 459-972-200
- Group Chief Human Resources Officer: brad.baker@simsmm.com or +1-212-500-7450

Triage the Report (Step 2)

Human Rights Response Council

Once the matter has been reported to the Council, the Council's first step is to triage the report. The goal of the triage process is to determine the skills and support that will be needed to properly respond to the situation. It is possible the Council may be required to seek some additional information to inform its assessment having regard to the Information Gathering Principles, but prompt response is key, so this should only include information which is easily at hand, not items that require investigation.

Build the Response Team (Step 3)

Human Rights Response Council

The Council appoints a [Response Team](#) based on its triage of the report. Because safeguarding the victims is of primary concern, the Response Team should be led by a qualified individual trained in the handling cases of adverse human rights impacts including modern slavery. If the necessary skills cannot be provided within Sims' available personnel, the Council will need to find the appropriately skilled and trained individuals from sources external to Sims. The involvement of external resources does not change the need for Sims to conduct investigation and remediation processes, including safeguarding those impacted.

The role of the Response Team is outlined in further detail below, and includes:

- undertaking a preliminary investigation;
- safeguarding victims;
- determining and implementing correction and remediation measures; and
- working with the Council.

Preliminary investigation and identifying those impacted ([Step 4](#))

Response Team

After its appointment, the Response Team should commence a preliminary investigation to answer the following questions:

- What has caused the negative impacts?
- Who are the people impacted? What is their relationship to Sims (employees, supplier, suppliers employee, contractor, etc.)?
- What are the details of the concerns raised? When and where did it occur / is it occurring? What was the nature of the incident/s? Which persons and entities were / are involved?
- Who made the report, or raised concerns regarding the possible adverse human rights impacts?
- How did the person become concerned?

In conducting this preliminary investigation, the priority is to identify those impacted so that safeguarding measures can be implemented (as outlined further below).

Adverse human rights impacts may be difficult to identify definitively. For this reason, it may initially be unclear whether someone has been impacted and which rights may have been engaged. The Response Team should obtain as much information as possible to determine whether the report relates to a significant risk of adverse impacts or to an actual impact potentially having occurred.

At all stages during the preliminary investigation and when identifying those impacted, the Response Team is required to abide by the Information Gathering Principles.

The questions outlined above represent the minimum information likely needed to position Sims to safeguard the potential victims involved. Further investigation can and should happen before developing Sims' remediation response (discussed at Step 9), but not until those impacted have been safeguarded as per Steps 5, 6, and 7).

Safeguarding Those Impacted ([Steps 5-7](#))

Response Team

[Defining and implementing safeguarding measures \(Steps 5 and 6\)](#)

After those who have been impacted have been identified and a preliminary investigation undertaken, Sims should take a measured approach to safeguarding those persons and define the safeguarding actions it will take. Safeguarding those impacted means taking action to protect the immediate safety and personal security of impacted persons.

Any safeguarding measures should be undertaken with the following principles in mind:

- The prospects for the person's safety and security may be enhanced by a risk assessment being completed before any action is taken. In this regard, expert advice should be sought and / or Sims may partner with a local response agency.

- Safeguarding action may require participation of national authorities and / or expert partners. To the extent the Response Team considers that the authorities should be notified, the team should advise the Council and the Council will determine whether to make such a notification as outlined at Step 8.
- Where possible, informed consent should be obtained from the impacted person/s, however that person's safety and security are the priority and direct access to them may be difficult to obtain.
- The impacted person/s right to confidentiality and privacy should be respected.
- Where possible and appropriate, Sims should encourage those experiencing adverse human rights impacts to engage and make their own informed choices and decisions.
- Treatment and care should be individualised to provide the most appropriate protection, assistance and support to the needs and circumstances of the affected person/s.

If Sims is not the responsible party, it should attempt to work in collaboration with the responsible party to safeguard those impacted by the subject adverse human rights impacts.

Before undertaking any safeguarding measures, the Response Team should advise and consult with the Council of the safeguarding measures it proposes to take.

Once such consultation with the Council has taken place, the Response Team should implement the approved safeguarding measures.

Human Rights Response Council

[Supporting safeguarding measures \(Step 7\)](#)

As part of its oversight role, the Council guides and supports the efforts of the Response Team during the Initial Response this includes providing feedback if it has concerns that the safeguarding actions designed by the Response Team will not adequately protect the human rights of those impacted.

The Council also is responsible for ensuring the necessary support mechanisms (e.g., psychosocial assistance, housing assistance, or legal assistance) for the efforts are resourced and available and acts as the point of contact for the relevant processes. Details of potential support mechanisms are discussed further below.

[Potential Referral to Authorities \(Step 8\)](#)

Human Rights Response Council

The Council (with the aid of its legal advisors and the Response Team) considers whether the matter should be referred to investigative or enforcement authorities. This should generally be done where violence or criminality are involved and where Sims is confident that such a referral should not put the victim at risk of further harm. The appropriate authority will vary depending on the circumstances and could include Federal or local police forces, health and safety regulators or Australia Border Force or the local equivalent organisation. Sims should determine whether external legal advice should be sought prior to making notifications.

The Council is also responsible for identifying whether it is appropriate to notify other parties within Sims of the report and Sims' corresponding investigation and response.

Correction and Remediation

Once initial safeguarding measures have been undertaken, attention shifts to the [remediation](#) of the adverse human rights impacts and correction of the activities which gave rise to those impacts. Any remediation and correction should generally involve:

- Ceasing the impactful activities;
- Remediating the harm by returning those impacted to a state as close as possible to where they were before the impacts occurred; and
- Making changes to prevent any future impacts.

Sims cannot plan specifically how it will achieve these three elements of remediation and correction until it determines its level of involvement and influence in the situation, as these factors will dictate its approach.

It is important to remember here that each step in developing correction and remediation responses should focus on what is best for the people potentially impacted by the raised concerns, including by adhering to the Information Gathering Principles.

Response Approach ([Step 9](#))

Response Team

Determination of correction and remediation approach based on involvement and influence (Step 9)
Sims should ensure that the instances of adverse human rights impacts are corrected and remediated.

The Response Team's remediation and correction approach will depend on the nature of Sims' relationship with, and the amount of leverage Sims has over, the responsible party. The closer Sims' involvement and the more influence it has over the circumstances in which the adverse human rights impacts occurred, the more likely it will be able to take direct action. However, where Sims has less involvement and influence Sims will need to utilize less direct methods.

Guidance on the differing levels of involvement and influence Sims may have in these situations (and the implications of such) is outlined below.

Level of Involvement

- Sims may inadvertently cause an adverse human rights impact. In such cases, Sims should immediately cease the causal actions and undertake remediation action for those persons impacted. Sims should also take responsibility for any adverse human rights impact it has caused or contributed to.
- Sims may contribute to an adverse human rights impact. In such cases, Sims should take action to prevent the contribution and provide for or cooperate in remediation.
- Sims may be directly linked to an adverse human rights impact. In such cases, Sims should leverage its influence with the entity causing the impacts to influence the entity to cease the related activities.

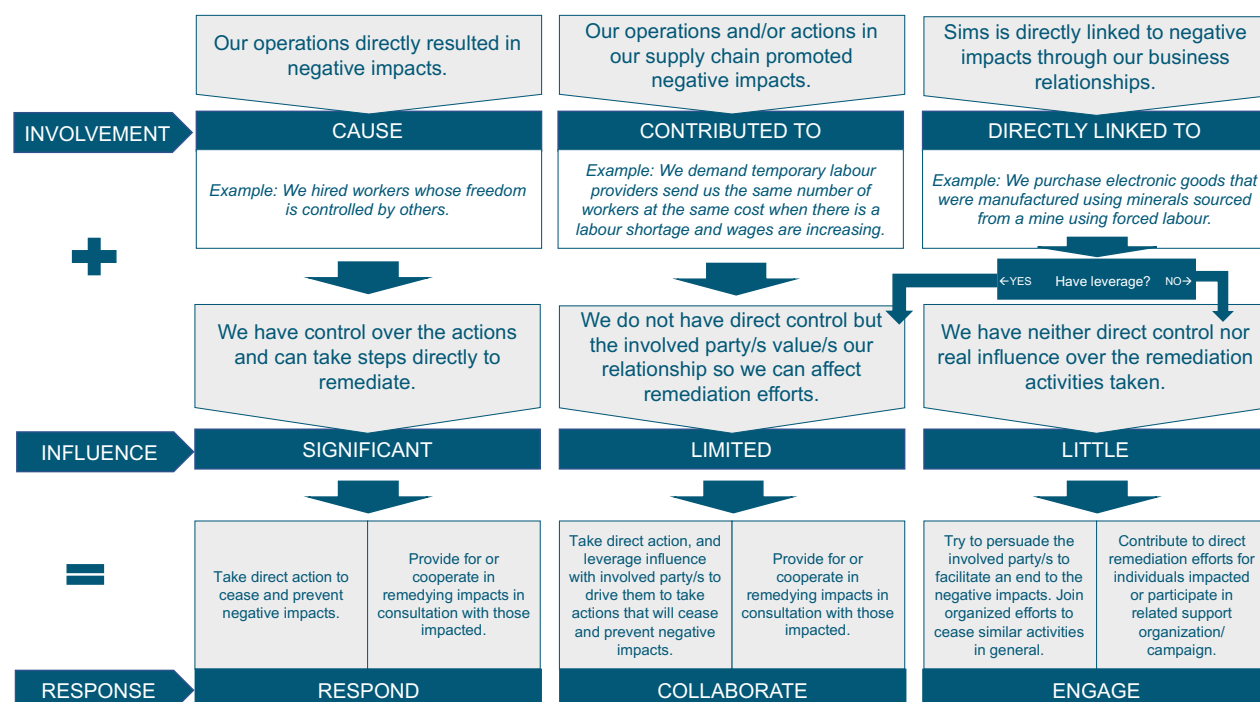
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Level of Influence

- Sims has significant influence when it controls the activities causing the impact/s, for example when Sims' manages the operations where the adverse human rights impacts occurred.
- Sims has limited influence when it does not directly manage the operations where the adverse human rights impacts occurred. However, Sims' relationship with the party whose activities are causing the adverse impact/s can create the opportunity for Sims to exercise some, or even substantial, influence over the impacting party's handling of the situation. For example, if Sims is a major customer of the impacting party, Sims likely has substantial influence.
- Sims' influence over the impacting party diminishes when there is more distance between Sims and that entity operations-wise (e.g., the subcontractor of a subcontractor) and the smaller the portion of the entity's income Sims' business represents for that party (e.g., infrequent or small purchases or material volume). In these situations, Sims has little influence.

Approach Options

Sims' response approach will be based on the combination of its level of involvement and influence as outlined above. The chart below illustrates the various response approaches (Respond, Collaborate, Engage) based on these combinations. These response approaches are also discussed in more detail below.



Respond

Where Sims has control of the actions or behaviors that directly resulted in the adverse human rights impacts, Sims should robustly **respond** and promptly:

- take all available steps to cease the activity/s or behaviors that are adversely impacting human rights; and
- act to remediate those impacted.

Where the alleged adverse human rights impacts are within Sims' operations or supply chain or a supplier's operations or supply chain, and Sims has significant influence with the supplier, Sims should also robustly **respond**. Such response may involve making changes to processes and controls including due diligence, incentive structures, payment terms, working conditions, wage and hour practices, etc. Caution should be taken here before utilising any termination clauses with impacting party/s, as this may detrimentally affect victims. Remediation in the context of third parties is discussed further below.

Collaborate

Where adverse human rights impacts are identified within a supplier, vendor, customer, or other business partner with whom Sims has only limited influence, Sims should **collaborate**.

In these cases, Sims should open dialogue with the impacting party/s where possible, and collaborate with industry groups, building networks and developing a multilateral strategy to mitigate, address and prevent adverse human rights impacts from occurring. This could involve initiating or joining a partnership that collaborates to identify and remedy adverse human rights impacts.

Engage

Where adverse human rights impacts are discovered or alleged to have occurred within organisations with whom Sims has little leverage or influence (for example non-contracted suppliers, non-managed joint ventures, or deep in its supply chain) Sims should engage with the other party and seek to confirm it is implementing a plan of action to cease and address the reported adverse human rights impacts.

At a minimum the approach should include Sims requesting the other party to keep Sims informed of:

- the nature of the impacts found or alleged;
- the steps the other party is taking to remedy the impacts; and
- regular updates on the development of the response and those impacted.

If the other party does not take steps to address the adverse human rights risks, the Response Team should discuss with the Council options for further influence. In respect of non-contracted suppliers, Sims should consider options to refuse further supply.

When the situation involves third party/s, one obvious response may appear to be to end the relationship. This may not be the best approach, as this can be detrimental to those that depend upon that entity, including those already impacted. Before taking this step, Sims should establish with the responsible party that if there is to be an ongoing relationship it will require their commitment to the identification, assessment and addressing of the potential for their operations to adversely affect human rights. Where Sims has a contractual relationship with the entity within which the adverse impacts are occurring, Sims should engage with that entity to ensure that entity fulfills its contractual obligations to remedy the impacts at the entity's cost.

Where Sims does not have contractual rights to require remediation, or if the other party is not able or willing to do this, Sims should consider its capacity to support/collaborate with the other party to remediate or seek access to directly remediate (as discussed above). Once Sims' approach to correction and remediation has been identified, the Response Team can develop their Implementation Plan.

Ceasing Impacts ([Step 10](#))

Response Team

[Investigating the root cause and ceasing impacts \(\[Step 10\]\(#\)\)](#)

The Response Team investigates the root cause/s of the adverse human rights impacts, identifying the activities and behaviors that contributed to the negative outcomes. Once the cause/s are known, the Response Team establish actions to be taken, and take them in order to cease the impacts as quickly as possible. As already discussed, these actions and Sims' role in getting them implemented will depend on its level of involvement and influence.

Remediating Harm ([Steps 11 - 12](#))

Response Team

Sims' approach to [remediation](#) is driven by its role in the development of the situation, in line with Principle 15 of the United Nations Guiding Principles on Business and Human Rights.

[Consulting with victims of desired remediation \(\[Step 11\]\(#\)\) and possible remediation](#)

Wherever possible and having regard to the Information Gathering Principles, the Response Team should engage and consult with those experiencing the adverse human rights impacts:

- in respect of the appropriate remediation; and
- to ensure they are provided with the necessary support and compensation to restore their situation to the situation they would be in if the adverse impact had not occurred.

Support should be tailored to the needs of the affected person/s and may include:

- legal assistance;
- medical care;
- housing support; and
- psychological support.

Potential restitution or compensation may include:

- compensation for pain and suffering endured;
- compensation for lost wages or illegal wage deductions;
- in the context of modern slavery - reimbursement of recruitment fees or illegal deposits; and
- in the context of trafficking or migrant labour, ensuring safe return home.

Note that it may be difficult to have direct access to victims, and application of the safeguarding principles must always apply.

[Implementing and supporting remediation efforts \(Step 12\)](#)

Based on its investigation and assessment, the Response Team will develop Sims' [Implementation Plan](#) which defines the correction and remediation actions to be taken.

Preventing Future Impacts ([Step 13](#))

Response Team

In response to instances of modern slavery, Sims should implement preventative measures to mitigate risk of continued or repeated adverse human rights impacts. Such measures might include:

- more targeted education and information for relevant and affected Sims' stakeholders;
- improvements to due diligence processes to prevent and respond to risks of adverse human rights impacts;
- in the context of modern slavery - protecting Sims' and its stakeholders' employees, particularly migrant workers, from possible abusive and fraudulent practices;
- modifying Sims' whistleblowing and human rights policies and procedures to greater protect persons who report on adverse human rights impacts, and training Sims' staff and contractors on these policies and procedures;
- reviewing contractual relationships following reports to ensure adequate leverage for Sims to influence or require risk minimisation programs or remediation;
- ensuring access to the Sims' grievance mechanism is widely advertised, available and accessible to employees, suppliers and employees of suppliers considering language barriers;
- changing Sims' practices that caused or enabled the adverse human rights impacts to exist;
- holding Sims' employees and contractors accountable if their failure to meet company standards for human rights contributed to the adverse human rights impacts; and
- working with non-governmental organisations specializing in human rights including modern slavery to drive regulatory, enforcement, cultural and other changes in the areas in which Sims operates.

Supporting correction and remediation efforts ([Step 14](#))

Human Rights Response Council

In its oversight role the Council guides and supports the efforts of the Response Team to cease the activities and behaviors causing the negative impacts; implement the remediation activities; and take steps to prevent future impacts. This may include providing feedback as well as lending its authority and support to the team's endeavors.

Monitoring and Reporting

Monitoring ([Step 15](#))

Human Rights Response Council

[Tracks and report on progress \(Step 15\)](#)

The Council is responsible for monitoring and supporting the remediation activities for completeness and effectiveness. The Council may delegate the monitoring and assessment to other parties inside or outside of Sims as appropriate, however will remain accountable for the performance of the remediation activities.

Reporting ([Step 16](#))

Human Rights Response Council

[Reports on progress \(Step 16\)](#)

The Council provides transparency for Sims' stakeholders around the allegations, findings and actions taken. The Council does so by reporting (internally and publicly where appropriate) on investigation outcomes, remediation steps, monitoring, and effectiveness. In so doing, the Council will protect the privacy of those affected by adverse human rights impacts.

Not only is this reporting aligned with Sims' Core Values of Transparency, Integrity and Social Responsibility, but it also serves a greater purpose.

By openly discussing the circumstances which led to adverse impacts of human rights including modern slavery and how they were addressed, Sims can help others to address and possibly even prevent similar situations occurring elsewhere, improving lives Sims cannot touch directly.

Version History

VERSION	ISSUER	APPROVER	APPROVED DATE	REVIEWED/ REVISED
1.0	Global Ethics and Compliance	Board of Directors	July 2022	N/A
1.1	Global Ethics and Compliance	Board of Directors	November 2023	Reviewed

Appendix A: United Nation's Basic Human Rights

1. **All human beings are free and equal** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.
2. **Freedom from discrimination** Everyone is entitled to all the rights and freedoms, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs.
3. **Right to life** Everyone has the right to life, liberty and security of person.
4. **Freedom from slavery** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
5. **Freedom from torture and inhuman treatment** No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
6. **Right to recognition before the law** Everyone has the right to recognition everywhere as a person before the law.
7. **Right to equality before the law** All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation and against any incitement to such discrimination.
8. **Right to remedy** Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.
9. **Freedom from arbitrary arrest or detention** No one shall be subjected to arbitrary arrest, detention or exile.
10. **Right to a fair trial** Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.
11. **Presumption of innocence** Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed.
12. **Right to privacy** No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

13. **Freedom of movement and residence** Everyone has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including his own, and to return to his country.
14. **Right to seek asylum** Everyone has the right to seek and to enjoy in other countries asylum from persecution. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.
15. **Right to nationality** Everyone has the right to a nationality. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.
16. **Rights to marry and have family** Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution. Marriage shall be entered into only with the free and full consent of the intending spouses. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.
17. **Right to own property** Everyone has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property.
18. **Freedom of thought, conscience and religion** Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.
19. **Freedom of opinion and expression** Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.
20. **Right to peaceful assemble** Everyone has the right to freedom of peaceful assembly and association. No one may be compelled to belong to an association.
21. **Right to take part in government** Everyone has the right to take part in the government of his country, directly or through freely chosen representatives. Everyone has the right of equal access to public service in his country.
22. **Right to social security** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.
23. **Right to work** Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone has the right to form and to join trade unions for the protection of his interests.

24. **Right to rest and leisure** Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
25. **Right to an adequate standard of living** Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. Motherhood and childhood are entitled to special care and assistance. All children shall enjoy the same social protection.
26. **Right to education** Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
27. **Right to participate in cultural life of the community** Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.
28. **Freedom around the world** Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.
29. **Everyone has duties to the community** Everyone has duties to the community in which alone the free and full development of his personality is possible. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
30. **Human rights are universal** Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.