



Deloitte's Human Rights Statement

Our commitment to human rights

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Introduction

At Deloitte, we believe all people are born free and equal in dignity and rights. Our commitment to human rights is inherent in [our Purpose](#), to make an impact that matters, and is underpinned by our [Shared Values](#) that set the expectations we have for our people. This statement affirms our commitments and approach to respecting human rights within the Deloitte organization (further referred to as “our organization”).

In jurisdictions where national law and our human rights commitments conflict, we will comply with national law and use our influence to respect and promote international human rights.



Our human rights commitments

We commit to advancing the following human rights within our organization.

Employment and workers' rights

- We believe in supporting occupational and psychological safety and the mental health of our people. We are committed to pay wages and offer appropriate employment benefits that meet or exceed local industry standards. We respect freedom of association and the rights of workers.

Equality and non-discriminatory treatment

- We believe in equality for all and fostering an [inclusive environment](#) where our people are treated with dignity and respect, without discrimination based on age, disability, gender, gender identity, race, religion, or sexual orientation. We also believe in equality and fairness for all categories protected by local and international law, such as indigenous peoples. We articulate our expectations through our anti-discrimination and anti-harassment policies.

Environmental sustainability

- We believe all people have the right to a healthy, safe, clean and sustainable environment. We take measurable, decisive action on climate change through our [WorldClimate](#) ambition, in support of the Paris Agreement.

Education and skills development

- We believe in respecting and promoting the right to education and training as the foundation of opportunity and progress. We are committed to continuous skills development to support the current and future workforce needs of our people and the broader economy, and through [WorldClass](#), we aim to provide education and skills-building opportunities to 100 million people around the world by 2030.

Anti-corruption

- We believe corruption can have a devastating impact on human rights due to its effect on the availability, quality, and accessibility of goods and services. We have [anti-corruption policies and programs](#) that govern our businesses and address matters such as bribery, facilitation payments, political and charitable contributions, gifts and entertainment.

Privacy

- We are committed to protecting the right to privacy and have robust policies and processes in place to help protect personal information.

Trustworthy technology

- Digital technologies are transforming how basic human rights are exercised. We believe in the ethical design, adoption, and use of new and emerging technologies to enhance lives, expand opportunities, and benefit society without adverse or discriminatory outcomes. [Deloitte's ethical technology guiding principles](#) help inform our choices when considering both the ethical implications of technology-related activities, including data and artificial intelligence, and how such actions could affect end users and society.

Our approach

Our codes and commitments

Deloitte's [Global Principles of Business Conduct](#) ("Global Code") articulates the standard that Deloitte people should uphold and reflects our Shared Values: that ethics and integrity are non-negotiable, and that human rights are respected. Deloitte's [Commitment to Responsible Business Practices](#) articulates our beliefs and commitments to responsible business decision-making.

Due diligence

Deloitte's human rights due diligence process aims to identify, prevent, mitigate, and remedy impacts across our organization. Ongoing monitoring and risk management is integrated across our organization.

Our people also play a critical role in supporting our human rights efforts and are encouraged to speak up whenever they have concerns regarding a human rights matter. Deloitte's [Speak Up helpline](#) and [Deloitte firms' ethics officers](#) are available to Deloitte people for consultation on concerns or to report observed misconduct related to Deloitte people, clients, or third parties. Deloitte's [public reporting channel](#) is available for external third parties.

We conduct investigations and remediations with the highest level of integrity, including maintaining confidentiality, meaning that information will only be shared with those who have a true need to know. Per our non-retaliation policy, we prohibit retaliation against those who report or who otherwise participate in related investigations.

Governance and reporting

At Deloitte our commitment to human rights is overseen by Deloitte Global's Chief Ethics Officer and Deloitte Global's People and Purpose Officer. It is supported by leaders within Deloitte's firms. Both Deloitte Global leaders report annually to the Deloitte Global Board on their respective areas of responsibility. Externally, we communicate our human rights impacts and progress annually in our [Global Impact Report](#) and our [United Nations Global Compact Communication on Progress](#).

Beyond our organization

We expect organizations with which we have business relationships to uphold our commitment to human rights. Deloitte's [Supplier Code of Conduct](#) defines our expectations of suppliers, including treating workers with dignity and respect and not subjecting them to demeaning conditions. Deloitte's [Commitment to Responsible Business Practices](#) outlines our approach to our business relationships, including whom we work with and the work we do.

Our approach

Moving forward

Deloitte is committed to leading the way in society as a role model for positive change. We are a founding signatory of the [United Nations Global Compact](#) (UNGC) and are committed to its [Ten Principles](#). We are also committed to respecting and promoting the [United Nations Sustainable Development Goals](#) (SDGs), which aim to realize equal human rights for all through economic, social, and environmental development.

Human rights matters can be challenging to identify, address, and remediate. We are committed to adapting and improving our processes and procedures going forward, as well as further evolving this statement and our commitments.

External guidance

Our commitment to human rights is based on the [International Bill of Human Rights](#) and is further guided by the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs) and the Organization for Economic Co-operation and Development (OECD) [Guidelines for Multinational Enterprises](#).

External commitments

The following are examples of our human rights commitments where Deloitte is a proud signatory:

- International Labour Organization's Global Business and Disability Network Charter
- United Nations Standards of Conduct for Business in Tackling Discrimination against LGBTI people
- United Nations Women's Empowerment Principles
- World Economic Forum Partnership Against Corruption Initiative
- World Economic Forum Global Health Equity Network Zero Health Gaps Pledge





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