

MINIMUM REQUIREMENTS

Grantees must meet the Foundation's Minimum Requirements.

In this schedule:

A **Worker** is a person Engaged (by the Grantee or a sub-contractor or sub-grantee) to provide their labor for or in support of the Project.

Engaged includes via employment or contract (written or verbal).

Facilitation Payment is a payment or thing of value (typically of low value) given to a Government Official to expedite or secure the performance of a routine government action.

Grantees must:

- provide a grievance mechanism that is trusted and accessible to allow Workers, Participants and others to raise reports about issues related to these Minimum Requirements. The mechanism must include a clear commitment to non-retaliation against reporters;
- have processes that allow for the investigation, remediation and/or prevention of violations relating to Minimum Requirements;
- ensure the Minimum Requirements are met in respect of the Project.

MINIMUM REQUIREMENTS	
Category	Requirement
Compliance with Laws	The Grantee must ensure compliance with all Laws including international human rights standards as may apply to the Grantee and/or the Project. If local Law allows an activity, practice or standard that is not consistent with these Minimum Requirements, the Grantee must exceed legal requirements. If the local Law is in conflict with a requirement under these Minimum Requirements, the Grantee must comply with the Law while seeking to honour the Minimum Requirements to the extent possible.
Corruption, Bribery, Fraud and Sanctions	<p>The Grantee is prohibited from engaging in bribery, corruption, fraud and causing Sanctions Laws violations.</p> <p>No payment, gift or anything else of value may be offered, promised, given or authorized to be given, directly or through an intermediary, to:</p> <ul style="list-style-type: none"> • a Government Official to influence official action; or • anyone else to influence them in their role or to encourage them to perform their work disloyally or otherwise improperly. <p>The Grantee is prohibited from using the Grant (or any part thereof) to make a Facilitation Payment.</p>
Terrorism financing	The Grantee is prohibited from supporting terrorism, funding terrorist organizations or financing acts of terrorism.
Modern Slavery and Child Labor	The Grantee must not use forced, bonded, involuntary labor or any other form of Modern Slavery.

	Children must not be Engaged as a Worker before completing their compulsory education (as determined by applicable local Laws) and in any case not before the age of 15 years. No one under the age of 18 may undertake work that is mentally, physically, socially, or morally dangerous or harmful.
Freedom of Association	Workers' rights to Freedom of Association and collective bargaining must be respected.
Wages, Penalties and Working Hours	Workers must be paid, at a minimum, wages and benefits (including overtime where relevant) at national legal standards or local industry benchmarks, whichever is higher. In nation states where no minimum wage laws or regulations exists, workers must be paid a living wage that provides an adequate standard of living for its workers and their dependents. Allowances and wages must not be deducted or withheld as a disciplinary measure or for any other reason that is not permitted by Law. Full payment of wages and other entitlements must be made in a timely manner. Working hours shall not exceed the national legal standards or local industry benchmarks, whichever provides greater protection for the worker.
Non-Discrimination and Diversity	Workers and Participants must be treated fairly and without discrimination (including based on race, color, gender, religion, national origin, age, disability, political beliefs, marital status, sexual orientation or family responsibilities).
Health, Safety and Security	The health, safety and security of Workers and Participants must always be safeguarded. This must include taking adequate steps to prevent accidents or injury and minimize exposure to hazards which may have negative impacts on physical and mental health.
Preventing Exploitation, Abuse and Harassment	Workers and Participants must be treated with dignity. Threatening behaviour, violence, coercion, sexual exploitation or abuse, or verbal or psychological harassment or abuse must not be accepted.
Safeguarding Children and Vulnerable Adults	The Grantee's activities must not create or facilitate situations of harm, abuse, exploitation, maltreatment or neglect of children or Vulnerable Adults. Without limiting the foregoing or the requirements of any relevant Laws, all Workers who will have contact with children or Vulnerable Adults as a result of their Engagement must be subject to appropriate due diligence (including criminal background checks where permitted in the relevant jurisdiction), provided with training on child and/or Vulnerable Adult (as relevant) protection and safeguarding, and be required to report any concerns regarding the impact of the Grantee's activities on the wellbeing of any child or Vulnerable Adult.
Participants and Community Interaction	The human rights, including cultural, Indigenous and environmental rights, of Workers and Participants must be respected. The human rights of women, IPLC, Vulnerable Adults, and marginalised or at-risk people must be given particular attention, including in consultation and consent processes.
Environmental Protection	The Grantee must use reasonable efforts to safeguard the natural environment from activities that may contribute to harm including from pollutants, waste, unsustainable resource extraction and use and ecosystem degradation.

Data privacy and cybersecurity	Cybersecurity, data protection, and personal data must be managed in accordance with applicable data protection and data privacy laws and in consideration of Workers and Participants rights.
Lobbying and Politicking	Foundation funds must not be used to: * carry on or fund propaganda or attempt to influence legislation (including referendums and other ballot measures) in any jurisdiction (Lobbying activities); or * influence or attempt to influence the outcome of any public election or to fund or carry on, directly or indirectly, any voter registration drive (Politicking activities).
Misstatement or misleading conduct	The Grantee must not materially mischaracterize or overstate environmental, social or other objectives, outcomes or achievements (including by engaging in conduct which is known as <i>greenwashing</i> , or any other types of impact-washing). All reporting of activities, objectives, outcomes or achievements (whether to the Foundation, third parties and/or the public) must be supported by a reasonable basis.