

TEPU Action Plan Human Rights Defenders

Actions resulting from recommendations in Michel Forst Executive Report July 2021

| Recommendation | Action to be taken |
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| Continue TEPU's high-level contacts with the Ugandan police to sensitize them to the need to respect human rights and in particular to register complaints and their follow-up. | <p>TEPU will continue to maintain good relations and regular contact with all level of government security forces.</p> <p>TEPU will provide human rights training to local police in accordance with Voluntary Principles on Security and Human Rights. Such training shall include the need to register complaints.</p> |
| Set up a hotline to record reports of intimidation. Analyse and report on them. | <p>TEPU's Grievance Process includes a hotline.</p> <p>Consideration will be given to setting up a dedicated process relating specifically to Human Rights Defenders grievances and alerts.</p> <p>Internal good practice guidance for following up allegations of intimidation and harassment will be drafted</p> |
| Continue to work on training and "capacity building", along with Atacama, for personnel working on site including CLOs. Investigate any allegation of reprehensible behaviour on the part of individuals and take appropriate measures (warning, sanctions, etc). | <p>Training and Capacity Building will continue to be provided to Atacama and other relevant contractors.</p> <p>All allegations will be investigated in a timely manner and complainants will be encouraged to provide sufficient details in order to allow such indepth investigations.</p> |
| Provided that such a meeting does not interfere with ongoing litigation meet the Human Rights Defenders interviewed during this mission in Kampala, in the presence of a neutral third party. Listen to them carefully and inform them of the measures taken by TEPU with the Ugandan authorities to sensitise such authorities on the need to respect human rights as well as the rights of defenders | <p>Following lifting of COVID-19 restrictions, this will be proposed with appropriate measures protecting all parties with regard to the ongoing litigation.</p> |
| Display at TEPU headquarters and sites in Kampala and Buliisa, as well as in publications and on its website, a TEPU statement on respect for human rights and fundamental freedoms, as well as on recognition and respect for the rights of Human Rights Defenders (as set out in the United Nations Declaration on Human Rights Defenders) as well as a commitment not to tolerate any violations of the human rights of defenders in connection with TEPU activities. | <p>TEPU's Human Rights Policy and a statement in relation to Human Rights Defenders will be published.</p> |

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| <p>Review the format and conduct of meetings and consultations.</p> <p>Organise training on conduct of meetings.</p> <p>Pursue regular relations with civil society on the issue of PAPs, and consider improvements which could be made using as a model meetings organized by the delegation of the European Union.</p> | <p>Format and conduct of stakeholder meetings will be reviewed. Training will be organized on conduct of meetings. Consideration will be given to other formats of meetings.</p> |
| <p>Provided that the bank permits this and IFC principles are complied with, set up a banking mechanism obliging the spouses to withdraw the funds together and preventing one of the two from substituting for the other.</p> | <p>TEPU will seek to obtain the necessary authorizations and if possible, will display these documents.</p> <p>TEPU will continue to ensure that valuation documents are complete and that all signatures are collected and that PAPs are given a copy of the documentation.</p> <p>Consideration will be given to the recommendation on the banking system if possible in light of best practice and IFC standards.</p> |
| <p>Consider opening a permanent TEPU office in Hoima, with clearly identified staff similar to the office in Buliisa, or strengthen the opening hours and presence of TEPU in its Buliisa office in order to give a "face" at TEPU.</p> | <p>Consideration will be given to the opening of an office in Hoima and office opening hours will be extended in Buliisa.</p> |
| <p>Suggest to the French Embassy that they invite a few selected NGOs to working meetings along with TEPU and other French companies present in Uganda.</p> | <p>Suggestion will be made.</p> |
| <p>Suggest to the French Embassy that the relevant personnel in TEPU and the European companies be invited to meetings with human rights defenders organized by the European Union Delegation.</p> | <p>Suggestion will be made.</p> |
| <p>Organize a briefing with European companies located in Kampala in order to present TEPU' commitments on human rights and human rights defenders</p> | <p>Contacts will be made.</p> |