



The Voluntary Principles  
on Security and Human  
Rights at **Cerrejón**



# THE VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

In the activities of companies, **people and assets** commonly are **exposed to security risks**. Therefore, **businesses determine actions to protect them**.



However, in order to **protect people and assets without violating the rights** of the employees, contractors, and communities neighbouring operations, **the Voluntary Principles on Security and Human Rights** were formulated in the year 2000.



This standard makes recommendations to businesses in three specific fields related to **protection and security tasks**:



1.

**Perform risk analyses** that take into account the conflict situation in the zone and the possible impacts of our activities in the community.



2.

**Ensure transparent relations** with the public security forces and their respect for human rights.



3.

**Ensure that private security companies**

are trained in human rights, and that their management contributes to respecting them in operational areas.

Cerrejón adopted the Voluntary Principles in  
Principles in **2005,**

well aware of the challenges implicit in operating in areas with **a weak State presence and the activity of various armed groups.**

We have undertaken a course of learning with the **public security forces and the private security companies** contracted by Cerrejón in order to form a **methodology for the comprehensive application of these principles.**

As a result, we have managed **to prevent human rights violations** and complicity in their violation.

This methodology is part of the company's human rights management, which is anchored in a **Human Rights Policy and the application of the United Nations Guiding Principles** on Business and Human Rights.



# Correjón applies a seven-step methodology for implementing the Voluntary Principles

STEP 1

Make the company's  
**Human Rights Policy** .....



and our commitment to the Voluntary Principles known to the public security forces and to our private security contractors.

## How do we do it?

Provide the

**basic documents**



and recommendations prepared by the Mining and Energy Committee (CME, its initials in Spanish)\* to military commanders and private security heads.

Information on the scope of the contract on **applying the Voluntary Principles**



during the process of calling for proposals.

**Inform new commanders** posted to the area.



STEP 2

**Incorporate clauses**



on human rights and the application of the Voluntary Principles

**in security contracts and agreements.**

## How do we do it?

The private security contracts contain an appendix of **twelve clauses** related to compliance with the Voluntary Principles on Security and **Human Rights standard.**



**Agreements with the public security forces**

include the clauses in accordance with the policy of the National Ministry of Defence.



**STEP 3**

## Train

the public security forces and private security providers in the Voluntary Principles, human rights, and **Wayuu traditions and customs.**



**13.000** people  
from the public security forces

and private security were **trained** in better engagement practices with the indigenous communities between

**2010 y 2015**

## How do we do it?

### Hiring a firm

to provide training in the Voluntary Principles and in the traditions and customs of **the Wayuu ethnic group.**



Training based on a study of **recorded cases** and an analysis of indigenous culture and the local context.



**Training**  
of Cerrejón  
**personnel.**

**STEP 4**

Hold

**regular feedback meetings**

with the public security forces and private security companies.



## How do we do it?

Regular meetings with **senior military commanders** and with the private security services.



**13** work meetings

were held between the company and the operations areas of the two private security companies and military units, police units, and the national Navy in **2015**



STEP 5

## Address all complaints

related to public and private security.



## How do we do it?

Applying the United Nations Guiding Principles for complaints management.



Defining a special complaints category for complaints related to Security and

**Human Rights.**



From **2010 to 2015**

**82** complaints

were logged on issues concerning security and human rights.

**80%** of those complaints



have been concluded through agreements with those **involved.**

STEP 6

Hold **talks** with communities on **respecting human rights**

during protection and security tasks.



## How do we do it?

**Verify** the performance of our security plan with the community and its representatives.



From 2011 y 2015, we held

**15 work sessions**



with **communities** with the participation of institutions for the local protection of human rights. Military leaders and company senior management also participate in these **meetings**.

Establish  
**trust-based relations**  
with **communities**.



STEP 7

Measure  
**performance**



through specific **indicators** .....  
of VP **implementation**. .....

**How do we do it?**

**Annual application**

of the Mining and Energy  
Committee's (CME)\* .....

**indicators.**



**Preparation**  
of a results-based  
**work plan**



for VP implementation.

Reveals areas for

**implementing  
improvement  
plans.**



## Lessons learned

### Consultations with multiple local sources and **local conflict analysis** .....



during risk analysis identify risks in human rights and security. Thus, we can

**implement measures** and plans appropriate to the local reality and needs, and the security tasking can be multidimensional.

### Having **advisors** from the **communities themselves**

or specialists that are part of the community culture allows an

**understanding  
of the conflict** .....

from the communities' viewpoint, thereby permitting a better response to their claims and expectations.



Companies must **evaluate** technical, operational, and administrative aspects and pay special attention to performance in

**applying standards**

seeking **respect of human  
rights** in their security work. ....



If there are **indigenous** .....



**communities** in the operation's area of influence, **knowledge** of the specific values, traditions, organization, and rights of the ethnic communities (territory, culture, and self-determination) **must be ensured** in order to have them **respected**.

Regular, transparent, and constructive

**dialogue** with local **communities**

and actors provides a more accurate assessment of the impacts of public and private security tasks.





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As part of our **commitment** to respect and promote **human rights**, at **Cerrejón** we daily make **every effort** to **identify, prevent, and mitigate** impacts caused by our operation and to have **cordial relations** based on the **respect** of the traditions and customs of the **indigenous communities** neighbouring us.

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