

## Statement of Principles on Business and Human Rights in the Kingdom of Cambodia (2010)

*We, the undersigned business enterprise, hereby undertake to abide by the following principles:*

**Principle 1:** We recognise the inherent dignity, and the equal and inalienable rights of all human beings. We therefore declare an intention to respect all internationally recognised human rights.

**Principle 2:** We commit to eliminate all forms of discrimination from our activities by taking necessary measures to ensure equality for vulnerable and disadvantaged groups.

**Principle 3:** We ensure that children are protected from any human rights abuse, in particular by respecting Labour Law of the Kingdom of Cambodia and international human rights standards regarding the minimum working age.

**Principle 4:** We uphold the freedom of association by encouraging our employees to form and join trade unions and exercise their right to collective bargaining. In addition, we will ensure transparency and accountability by upholding the freedom of expression and by embracing freedom of information in relation to our operations.

**Principle 5:** We acknowledge our unique capacity to promote our workers' right to an adequate standard of living, and will therefore seek to ensure that they are awarded a level of remuneration which is just and fair, and that their working conditions are such that they can maintain their health and well-being.

**Principle 6:** We understand property rights as enumerated in Land Law of the Kingdom of Cambodia and international human rights law, and will ensure compliance with these standards, in particular by avoiding involvement in illegal evictions.

**Principle 7:** We respect indigenous peoples' rights, and recognise their rights to communal possession of ancestral lands and to the maintenance of their traditions and customs.

**Principle 8:** We understand that the human rights of individuals and host communities may be affected by our operations and undertake to comply with our obligations under Cambodian law, and, furthermore, to respect these rights even when Cambodian law is silent or unenforced.

**Principle 9:** We are aware that businesses are capable of committing, or of being complicit in, human rights abuses throughout their sphere of influence. We will therefore endeavour to develop internal systems to mitigate this risk.

**Principle 10:** We are aware that however much we endeavour to strengthen our human rights performance, disputes may still arise. We therefore undertake to implement grievance mechanisms capable of providing adequate remedies to victims if human rights abuse is detected.

Company's Name..... *Phnom Penh Hotel*  
Company's Representative..... *Mr. Phoravit Kanthinay* Signature..... *[Signature]* Date..... *11/06/10*