



**កម្ពុជាធិបតេយ្យសិទ្ធិមនុស្ស**  
**Cambodian Center for Human Rights**

## **CAMBODIAN CENTER FOR HUMAN RIGHTS ENVIRONMENT POLICY**



Revised on (date): 03 November 2020

## **1. INTRODUCTION**

The Cambodian Center for Human Rights (“CCHR”) is committed to minimizing the negative impact of its activities on the environment, as well as encouraging others in our community to reduce their negative environmental impacts. This Environment Policy (“the Policy”) sets out the ways in which CCHR will meet this commitment. Every employee has a responsibility to implement this policy and minimize their own negative impact on the environment. Day-to-day responsibility for ensuring this Policy is put into practice is delegated to the Finance and Administration Director, who will work closely with the administration team, project teams and Procurement Committee to put this Policy into practice.

## **2. MISSION STATEMENT**

CCHR is committed to being green leaders in the local community and making a positive impact on the environment by developing and implementing effective green practices. CCHR recognizes that it has a responsibility to the environment beyond legal and regulatory requirements and that creating a stable and healthy environment is integral to the realization of the full spectrum of human rights. CCHR is committed to reducing our environmental impact and continually improving our environmental performance as a fundamental part of our functions as a civil society organization (“CSO”). We will encourage the Royal Government of Cambodia, individuals, our community, other CSOs, and businesses to do the same.

## **3. LAW**

CCHR will meet all national and international environmental legislation and policy that applies to the organization, both existing and future developments enacted after the publication of this policy.

## **4. SCOPE OF POLICY**

This policy applies to all employees of CCHR as defined in the Employment Policy, which includes consultants, interns and volunteers. This policy applies in the CCHR office, as well as when employees are representing CCHR in an official capacity outside the office, including at meetings with stakeholders and beneficiaries and on field missions. In addition, CCHR strongly encourages all staff to be conscious of their environmental impact outside of the office in a personal capacity.

## **5. ACTION PLAN**

CCHR will take the following steps to follow through on its environmental commitments:

### **5.1. EVALUATION AND AWARENESS**

CCHR will consistently evaluate its operations to ensure that its daily operations and practices are as sustainable and efficient as possible, and that staff are aware of their environmental impacts. CCHR

commits to increasing its environmental knowledge and keeping up with the latest environmental laws and scientific developments to modify its behaviors and trainings in accordance with new information.

## **5.2. EMISSIONS**

CCHR will minimize toxic emissions through the selection and use of its motor vehicles. Employees are encouraged to use public transport or carpool with other employees where possible to reduce emissions.

CCHR will implement carbon offset activities – that is, activities that prevent, reduce or remove greenhouse gas emissions from being released into the atmosphere, to compensate for emissions occurring from CCHR's activities elsewhere, e.g. for transportation or electricity usage. This will include, at minimum, planting trees on CCHR's annual staff retreat, and purchasing carbon offsets where available for CCHR staff airfares for work purposes.

## **5.3. WASTE REDUCTION**

CCHR will seek to minimize landfill waste and will actively promote recycling both internally and amongst its suppliers. CCHR will implement a system to enable employees to recycle paper, plastic, and glass waste, and a system to compost its food waste.

In addition:

- All employees should minimize the use of all single-use plastic within the office, with the ultimate goal of eradicating all single-use plastic, and are strongly encouraged to instead use bio-degradable, recycled or reusable items where possible. This includes single-use plastic straws, plastic bottles and cups, plastic cutlery, plastic food wrap and containers, and plastic bags.
- All employees must take every effort to dispose of waste responsibly, and not litter;
- CCHR will use energy efficient technology wherever possible, such as energy efficient lightbulbs;
- Employees are strongly encouraged to be mindful of the environment when printing, and attempt to reduce the use of paper and printing within the office where ever possible, including by using scrap paper for unofficial documents when available;
- CCHR will evaluate the environmental impact of products it buys and try to favor more environmentally friendly products where possible; and
- CCHR will support local environmentally friendly businesses where possible.

## **5.4. TRAINING**

CCHR will provide training sessions to its employees to raise awareness of environmental issues and enlist their support in improving CCHR's performance in this area at least biannually. Training will include the above listed practices including recycling, choosing re-useable or biodegradable items, and carbon-offsetting. At large 'all-staff' events, including annual retreats or strategy meetings, time must be allotted to discuss the environment and how CCHR can minimize their environmental impact. Where feasible, CCHR employees may participate in training on environmental awareness organized by other institutions. When conducting field work, CCHR will share its environmental policy and help educate the local

communities on the importance of reducing waste and the impacts it has on their communities, if relevant.

#### **5.5. ADVOCACY**

CCHR will partake in joint environmental advocacy where relevant to CCHR's mandate, and partake in advocacy to protect environmental human rights defenders and organizations in Cambodia. CCHR employees should raise awareness of environmental issues when working with beneficiaries where possible and relevant.