

# TEAL GOAL COC based on Amfori BSCI

## **PA1: Social Management System and Cascade Effect**

- Publicly communicate a written human rights policy statement
- Implement a process- and risk-based due diligence management system, adjusted to the business model
- Actively communicate endorsement of the amfori BSCI Code of Conduct
- Train and incentivise all relevant departments and individuals
- Cascade information to relevant business partners and stakeholders
- Follow-up with business partners to work towards full observance of the amfori BSCI Code of Conduct
- Include all workers in their due diligence, identify challenges and partner with amfori and other relevant stakeholders for improvements
- Have strategy, processes and sufficient resources in place to meet the responsibilities
- Exercise responsible and gender-responsive purchasing practices

## **PA2: Workers Involvement and Protection**

- Establish responsible and gender-responsive management practices
- Define long-term goals to protect workers
- Make workers aware of their rights and responsibilities

- Promote continuous education and training at each level of work
- Effective operational-level grievance mechanism

## **PA3: The Rights of Freedom of Association and Collective Bargaining**

- Respect right of workers
- Ensure meaningful representation of all workers
- Not discriminate against workers
- Not prevent workers' representatives and recruiters from having access to workers
- Allowing workers to freely elect their own representatives

## **PA 4: No Discrimination, Violence or Harassment**

- Treat workers with respect and dignity
- Not subject them to any form of violence, harassment, and inhumane or degrading treatment
- Not discriminate or exclude persons based on sex, gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, pregnancy, diseases
- Establish disciplinary procedures in writing and explain; disciplinary

measures must be in line with national legislation

- Provide gender-sensitive and equal opportunities and treatment
- Workers are not harassed, disciplined or retaliated

#### **PA5: Fair Remuneration**

- Pay wages mandated by governments' minimum wage legislation or industry standards approved based on collective bargaining, whichever is higher; wages shall refer to standard working hours
- Pay wages in a regular, timely and stable manner and fully in legal tender.
- Assess pay gap accurately and work progressively towards payment of a living wage
- Reflect skills, responsibility, seniority, and education
- Pay rate for production, quota or piece work, allow workers to earn at least a wage which respectively meets or exceeds applicable legal minimum wages
- Deductions only under conditions and to the extent allowed by law
- Social benefits, that are legally granted

#### **PA6: Decent Working Hours**

- Not required to work more than 48 standard hours per week
- Apply national legislation, industry benchmark standards or collective agreements; set out by the ILO, and promote working hour practices

- Exceeding limit of hours in which case overtime is permitted
- Overtime is an exceptional and voluntary practice, paid at a premium rate of minimum 125% of standard rate
- Right to resting breaks

#### **PA7: Occupational Health and Safety**

- Healthy working and living conditions
- Comply with national occupational health and safety legislation, or with international standards
- Systems in place to assess, identify, prevent, and mitigate potential and actual threats to health and safety
- Train all departments and individuals on occupational health and safety regularly
- Effective measures to prevent workers from having accidents, injuries, or illnesses, arising from, associated with or occurring during work
- Improve workers' protection in case of accident, including through compulsory insurance schemes
- Record all health and safety incidents
- Obtain all relevant licenses and documentation required by national legislation
- Establish relevant committees, such as Occupational Health and Safety Committee
- Provide awareness to workers,
- Provide adequate occupational medical assistance and related facilities

- Provide access to safe and clean drinking water and eating and resting areas free of charge
- Provide adequate number of safe, separate toilets with adequate level of privacy for all genders, paper towels and washbasins with hand soap
- Ensure (if applicable) residential facilities provided or mandated are clean and safe
- Effective and tailored Personal Protective Equipment (PPE) to all workers free of charge
- Compensate the damages incurred to the workers

#### **PA8: No Child Labour**

- Not employ, directly or indirectly, children below the minimum age of completion of compulsory schooling; shall not be less than 15 years
- Protect children from any form of exploitation
- Establish robust age-verification mechanisms
- Take special care and identify measures in a proactive manner in case of dismissal and removal of children

#### **PA9: Special Protection for Young Workers**

- Young persons do not work at night and are protected against conditions of work
- Remove young workers from any hazardous work or source of hazard

- Work is not likely to be harmful to young workers' health or development; their working hours allow attendance in school
- Necessary mechanisms to prevent, identify and mitigate harm to young workers

#### **PA10: No Precarious Employment**

- Recruitment process and employment relationships do not cause insecurity and social or economic vulnerability
- Recognised and documented employment relationship
- Provide workers with understandable information in their own language and ensure, they are aware about their rights, responsibilities, and employment conditions
- Provide decent, and where relevant, flexible working conditions that support workers, irrespective of gender in their roles as parents or caregivers
- Not use employment arrangements in a way, that deliberately does not correspond to genuine purpose of the law

#### **PA11: No Bonded, Forced Labour or Human Trafficking**

- Any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour
- Adhere to international principles of responsible recruitment

- Progressively compensate damages incurred to workers within a reasonable timeframe

**PA12: Protection of the Environment**

- Establish process- and risk-based environmental due diligence management system
- Within national environmental legislation, or with international standards
- Identify environmental impacts of operations and implement adequate measures to prevent, mitigate and remediate adverse impacts

**PA13: Ethical Business Behaviour**

- Avoid any act of corruption, extortion or embezzlement, nor any form of bribery

- Develop and adopt adequate internal controls, programmes or measures for preventing and detecting corruption, extortion, embezzlement or any form of bribery
- Keep accurate information
- Not falsify or participate in falsifying any information or in any act of misrepresentation
- Provide awareness to workers about policies, controls, programmes and measures against unethical behaviour and promote compliance
- Collect, use, and otherwise process personal information (including that from workers, business partners, customers and consumers in their sphere of influence) with reasonable care



# TEAL GOAL COC based on Amfori BEPI

## **EPA1: Environmental Management System**

- Establish process- and risk-based environmental due diligence management system; adjusted to business model
- Comply with national environmental legislation or with international standards
- Identify environmental impacts of operations and implement adequate measures to prevent, mitigate and remediate adverse impacts
- Assessing environmental management practices of business partners, so they can identify, assess, monitor, and control adverse impact(s)
- Reviewing business partners' processes

## **EPA2: Energy & Climate**

- Effective management practices and encouraging business partners to do the same to identify, quantify and reduce the greenhouse gas emissions resulting from their energy use
- Use international good practice and standards to manage energy use of own operations and those of business partners
- Effective energy management practices

## **EPA3: Emission to air**

- Identify, monitor, and control emissions to air of own operations

and of business partners' effective management practices

- Ensure own operations and business partners emissions of Ozone-depleting, or other hazardous, substances are strictly managed

## **EPA4: Water & Effluents**

- Water and effluents management practices in own operations and business partners to identify, monitor, and ensure effective controls are in place
- Adopt measures that promote efficiency in water consumption and water reuse of own operations and business partners
- Adopt measures that reduce or eliminate adverse impacts of effluents by reducing their quantity of own operations and business partners

## **EPA5: Waste**

- Waste management practices used in own operations and by business partners to identify, monitor, and ensure effective control of waste-related impacts
- Waste generation and encouraging management practices, that divert waste from disposal (reuse, recycling and/or other recovery operations).
- Adopt measures that reduce or eliminate adverse impacts of wastes of own operations and business partners

### **EPA6: Biodiversity**

- Establish management practices used in own operations and by business partners to identify, monitor, and control adverse impacts on biodiversity
- Adopt, where possible, measures, that create positive impacts for biodiversity of own operations and business partners

### **EPA7: Chemicals**

- Establish chemicals management practices used in own operations and by business partners to identify, monitor, and ensure effective control
- Use alternative substances that are less hazardous

### **EPA8: Nuisances**

- Review management practices
- Monitor, and control the impacts of noise and other potential nuisances
- Establish corrective actions or remediation activities

