

SA8000®:2025

International Standard for Decent Work

Draft Standard for Review

Table of Contents

Overarching Criteria	2
Section 1. Management Systems: Governance and Due Diligence	3
Management System Principles	3
M1: Leadership Commitment, Involvement and Integration.....	4
M2: Worker Involvement and Integration	5
M3: Stakeholder Involvement and Integration.....	5
M4: Risks, Impacts, and Context.....	6
M5: Policy Commitment and Coherence	7
M6: Objectives, Planning and Resources	7
M7: Awareness and Implementation.....	9
M8: Communications and Transparency	10
M9: Monitoring and Grievance Mechanisms.....	11
M10: Analysis, Review and Continual Improvement.....	12
Section 2: Decent Work Principles and Performance Criteria	13
D1: Protection of Children and Young Workers	13
D2: Freedom of Association and the Right to Collective Bargaining.....	15
D3: Free and Fair Recruitment, Employment and Termination.....	16
D4: Decent Wages and Hours.....	19
D5: Freedom from Discrimination	21
D6: Health and Safety	23
D7: Privacy	26
Definitions	28

Overarching Criteria

Overarching expectations for all organizations implementing this Standard.

O1 - The organization shall respect the principles of this standard and seek to continually improve its performance.

O2 - The organization shall establish, implement, maintain, and continually improve a management system grounded in leadership commitment and worker and stakeholder involvement, including those due diligence processes and their interactions necessary to meet criteria defined within this standard.

O3 - The organization shall ensure its performance related to this standard, at a minimum, meets or exceeds:

- Legal and/or regulatory requirements; and
- Collective bargaining agreements.

Section 1. Management Systems: Governance and Due Diligence

Management System Principles

Leadership - Organizational leaders should advocate for and demonstrate commitment to human rights in their operations and business relationships.

Accountability - Organizations should hold leadership and responsible personnel accountable for their potential and actual impacts on human rights.

Agency & Dignity - Organizations should respect workers' and stakeholders' rights to agency and dignity.

Integration - Organizations should uphold their commitments to human rights consistently across their operations and business relationships.

Sustainability - Organizations should develop management systems to plan for and consistently respect human rights in the short-, medium-, and long-term.

Responsiveness - Organizations should be proactive in understanding, addressing, and remediating their human rights risks and impacts and in realizing opportunities to improve their human rights performance.

Transparency - Organizations should make clear, accurate, and relevant information about their human rights performance accessible to stakeholders.

Participation & Inclusiveness - Organizations should meaningfully involve stakeholders, especially workers, in developing and implementing human rights objectives.

Support - Organizations should dedicate adequate investment, internal competence, and internal and external resources to meet their human rights commitments.

Continual Improvement - Organizations should continually improve their human rights performance.

General Management System Criteria

(Guidance note: Requirements apply to all management systems criteria)

- M1: Leadership Commitment, Involvement and Integration
- M2: Worker Involvement and Integration
- M3: Stakeholder Involvement and Integration

M1: Leadership Commitment, Involvement and Integration

M1.1 - The organization's top decision-making bodies shall demonstrate commitment to the principles of this standard and [organizational objectives](#), by integrating the principles into organizational strategy and performance measurements.

M1.2 - Responsibility and accountability for meeting this standard shall rest with top management, including establishing and maintaining an effective management system to achieve [organizational objectives](#).

M1.3 - The organization shall demonstrate top management's responsibility and accountability through:

- Organizational structure;
- Roles and responsibilities;
- Objectives for top management;
- Compensation;
- Incentives;
- Promotions;
- Terminations; and
- Decision-making processes and authorities.

M1.4 - The organization shall demonstrate integration of this standard into organizational strategy and performance measurements by:

- Involvement of all functional areas of the organization in meeting this standard;
- Responsibility and accountability of all levels of management; and
- Alignment of job descriptions, personnel objectives, compensation, incentives, promotions, termination, and decision-making processes.

M1.5 - Composition of decision-making bodies shall be representative of relevant stakeholders.

M1.6 - The organization shall ensure top management identifies, discloses, and manages conflicts of interests in meeting this standard.

M2: Worker Involvement and Integration

M2.1 - The organization shall ensure participation of workers, including worker representatives, and integration of worker voice at applicable levels of the organization's management system.

M2.2 - The organization shall ensure worker participation and voice are representative of workplace demographics and worker interest.

M2.3 - The organization shall ensure workers have access to effective and inclusive channels for communication and involvement, which at minimum:

- Actively seek the input and feedback of workers;
- Enable workers to represent their interests to management;
- Provide varied means of participation in a manner convenient to workers;
- Are accessible for all workers;
- Are trusted and actively utilized;
- Provide protected channels for worker-to-worker communication; and
- Are aligned with worker interests and concerns.

M2.4 - The organization shall establish cross-functional worker-manager team(s) to support and facilitate the organization's management system.

M3: Stakeholder Involvement and Integration

M3.1 - The organization shall ensure inclusive and transparent stakeholder engagement, consultation, and participation.

M3.2 - The organization shall ensure consideration of stakeholder needs, expectations, concerns, and complaints in organizational decision-making.

Due Diligence and Continual Improvement Criteria

- M4: Risks, Impacts, and Context
- M5: Policy Commitment and Coherence
- M6: Objectives, Planning, and Resources
- M7: Awareness and Implementation
- M8: Communications and Transparency
- M9: Monitoring and Grievance Mechanisms
- M10: Analysis, Review, and Continual Improvement

M4: Risks, Impacts, and Context

M4.1 – The organization shall periodically identify the potential context and scope of its internal and external operations and interactions, including business relationships, both direct and indirect, and its relevant responsibilities.

M4.2 - The organization shall periodically identify and consult with credible representatives of [relevant stakeholders](#), including workers, to understand the needs and expectations of those they represent.

M4.3 – Taking into consideration the needs and expectations of stakeholders, the organization shall periodically identify:

- Adverse impacts related to this standard that it causes, contributes to, or is directly linked to through its operations and business relationships, both direct and indirect;
- Actual and potential risks related to this standard, which may occur under normal or exceptional circumstances;
- Opportunities for positive impacts; and
- Risks and impacts specific to vulnerable populations.

M4.4 - Taking into consideration the needs and expectations of stakeholders, the organization shall periodically evaluate, and prioritize actual and potential risks, opportunities, and impacts that may occur under normal or exceptional circumstances.

M4.5 - Taking into consideration the needs and expectations of stakeholders and the identified and prioritized risks, opportunities, and impacts, the organization shall periodically define and document the scope of its management system.

M5: Policy Commitment and Coherence

M5.1 - Taking into consideration its [risks, impacts, and context](#), the organization shall establish, document, and periodically update organizational policies that specifically commit the organization to, at minimum:

- Meeting or exceeding the requirements and principles of this standard, related legal requirements, and all other applicable requirements;
- Appropriately addressing salient risks, impacts, and vulnerabilities in its operations and business relationships;
- Integrity and ethical behavior in meeting this standard;
- Maintaining integrated management systems to identify and meet requirements of this standard;
- Maintaining consultation with workers and other relevant stakeholders in identifying and meeting requirements of this standard;
- Responding to the expectations of workers and other relevant stakeholders; and
- Sustaining and [continuing improvement](#).

M5.2 – Taking into consideration its [risks, impacts, and context](#), and in consideration of [organizational objectives](#), the organization shall consult with and establish requirements for business partners, which at minimum, meet the principles of this standard.

M5.3 – The organization shall ensure that its policies, lobbying, and other external interactions do not contradict the commitments made to the principles of this standard and organizational policies and [objectives](#).

M5.4 – Where legal and/or regulatory requirements differ from this standard, the organization shall apply the criteria most beneficial to personnel.

M5.5 – Where legal and/or regulatory requirements contradict this standard, the organization shall identify and mitigate the risks and impacts to personnel.

M6: Objectives, Planning and Resources

M6.1 – Taking into consideration its [risks, impacts, and context](#) and [organizational policies](#), the organization shall periodically establish and document objectives. These objectives shall:

- Seek to meet or exceed the requirements and principles of this standard, [related legal requirements](#), and all other applicable, related requirements;

- Where the organization is causing or contributing to adverse impacts, seek to:
 - Identify root causes of adverse impacts,
 - Cease causing or contributing to adverse impacts,
 - Prevent future adverse impacts,
 - Mitigate adverse impacts that cannot be ceased or prevented,
 - Remediate harms or injury, and
 - Influence relevant stakeholders to cease, prevent, mitigate, and remediate adverse impacts;
- Where the organization is directly linked to adverse impacts, seek to influence relevant stakeholders to cease, prevent, mitigate, and remediate, as relevant;
- Are established with the [participation of workers](#) and other [relevant stakeholders](#);
- Are based on credible, context-based benchmarks and evidence-based targets;
- Identify opportunities for collaboration on systemic issues; and
- Seek [continual improvement](#).

M6.2 – The organization shall periodically plan for and define the processes required for meeting this standard and organizational objectives, including:

- Defining necessary verbal and written policies and procedures;
- Identifying the resources necessary;
- Identifying the competency necessary;
- Defining the roles and responsibilities;
- Identifying the media necessary;
- Identifying the necessary documented information; and
- Identifying indicators and metrics for [monitoring](#) and [analysis](#).

M6.3 – The organization shall ensure defined processes address issues related to business ethics and integrity relevant to this standard.

M6.4 – The organization shall ensure defined processes address issues related to emergency preparedness and response relevant to this standard.

M6.5 – The organization shall ensure defined processes address operations and business relationships, both direct and indirect, including procurement, relevant to this standard.

M6.6 – The organization shall ensure objectives for personnel (e.g., deliverables, targets, KPIs) and incentives support the requirements and principles of this standard and organizational objectives.

M7: Awareness and Implementation

M7.1 – The organization shall implement defined processes, by:

- Assigning roles, authorities, and responsibilities;
- Providing necessary resources;
- Providing relevant documented information;
- Consulting with relevant personnel; and
- Collaborating with government and external stakeholders as necessary.

M7.2 – To meet [organizational objectives](#), the organization shall establish and periodically evaluate, replace, update, redesign, add to, or eliminate existing:

- Verbal and written policies and procedures;
- Equipment;
- Materials;
- Products and services;
- Hardware and software;
- Work-related environments;
- Staffing and reporting structures;
- Business models and plans;
- Sourcing and procurement practices;
- Training and competency programs; and
- Any other aspects of its operations and business relationships, as needed.

M7.3 - The organization shall ensure personnel have appropriate competencies to meet [organizational objectives](#) and [continually improve](#).

M7.4 – The organization shall ensure personnel have appropriate awareness and understanding of [organizational policies, objectives and processes](#).

M7.5 – The organization shall ensure personnel are aware of and have ongoing access to information about their rights under national laws, the rights espoused within the principles of this standard, and relevant mechanisms and/or channels for protection of their rights, including access to remedy.

M7.6 – The organization shall ensure [stakeholders](#) are appropriately aware of [organizational objectives, impacts](#), and channels for involvement.

M7.7 – The organization shall ensure its operations and business relationships, including procurement:

- Incentivize good performance, transparency, and commitment by business partners;
- Support [continual improvement](#);
- Minimize the likelihood of adverse impacts;
- Support remediation of harms or injury; and
- Support long-term business partner planning.

M8: Communications and Transparency

M8.1 – The organization shall ensure its internal and external communications are regular and:

- Meet the needs and expectations of stakeholders;
- Are informed by the [risks, impacts, and context](#);;
- Align with [organizational policies](#) and [objectives](#);
- Meet [legal, regulatory](#), and other reporting requirements;
- Are transparent, accurate, and representative of actual performance and impacts; and
- Are appropriately accessible and available to [stakeholders](#).

M8.2 – The organization shall ensure it accurately represents its:

- Adherence to this standard;
- [Scope and context](#);
- [Actual or potential impacts](#); and
- Performance against [organizational objectives](#).

M8.3 – Where requested by authorized third parties, the organization shall provide access to all required documentation, records, materials, persons, and work-related environments.

M8.4 – The organization shall ensure documented information is:

- Available and suitable;
- Accurate and clear;
- Effectively controlled; and
- Identifiable.

M9: Monitoring and Grievance Mechanisms

M9.1 – The organization shall monitor and evaluate its performance against its [organizational objectives](#) and adherence to this standard.

M9.2 – The organization shall ensure its monitoring and evaluation:

- Addresses the [risks, impacts, and context](#);
- Is regular and sufficient to verify performance against [organizational objectives](#);
- Enables [worker participation](#);
- Is appropriately documented.

M9.3 – The organization shall monitor and evaluate the performance of business partners against [established requirements](#), where indicated by its [risks, impacts, and context](#).

M9.4 – The organization shall establish and maintain channels for external stakeholders to raise complaints or concerns against the organization and grievance mechanisms to address, resolve, and communicate outcomes. Established channels and mechanisms shall be:

- Legitimate;
- Accessible;
- Predictable;
- Equitable;
- Transparent;
- Rights-compatible;
- Non-retaliatory;
- Monitored;
- Anonymous where preferred; and
- Support [continual improvement](#).

M9.5 – The organization shall establish and maintain channels for personnel to raise relevant concerns, issues, or incidents and grievance mechanisms to address, resolve, and communicate outcomes. Established channels and mechanisms shall be:

- Legitimate;
- Accessible;
- Predictable;
- Equitable;
- Transparent;
- Rights-compatible;
- Non-retaliatory;
- Monitored;

- Anonymous where preferred; and
- Support [continual improvement](#).

M10: Analysis, Review and Continual Improvement

M10.1 – The organization shall review performance against [organizational objectives](#) and this standard.

M10.2 - Outputs of organizational review shall:

- Form the basis of organizational decision making, where indicated;
- Assess root causes of impacts where necessary; and
- Lead to changes to [organizational policies, objectives and processes](#) where indicated.

M10.3 – The organization shall demonstrate continual improvement, where feasible, of its management system, performance, and impacts, through periodic incorporation of outputs from:

- [Monitoring and grievance mechanisms](#);
- Stakeholder complaints and concerns; and
- Non-conformances and actions to address them.

Section 2: Decent Work Principles and Performance Criteria

- D1: Protection of Children and Young Workers
- D2: Freedom of Association and the Right to Collective Bargaining
- D3: Free and Fair Recruitment, Employment and Termination
- D4: Decent Wages and Hours
- D5: Freedom from Discrimination
- D6: Health and Safety
- D7: Privacy

D1: Protection of Children and Young Workers

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- Children have the right to be protected from child labor, including the worst forms.
- Children and young workers have the right to support their basic needs.
- Children and young workers have the right to social, cognitive, and physical development.
- Children and young workers have the right to pursue an education.
- Children and young workers have the right to fair treatment, safety, and special protection in employment.
- Young workers have the right to develop work-related skills.
- Children and young workers have the right to be heard in the workplace.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D1.1 - The organization shall respect the rights of children and young workers.

D1.2 – The organization shall ensure its minimum age requirements for children and young workers meet or exceed legal and other requirements* (as defined in [O2](#) and/or within the “legally working children” definitions).

D1.3 - The organization shall ensure that employment of young workers:

- Protects the worker’s social, cognitive, and physical development and does not constitute a hazard to their general health and well-being;
- Is not so demanding as to undermine their educational attainment;
- Provides equal pay to adult workers in similar positions; and
- Does not exceed hours of work limitations, including:
 - does not exceed 8 hours work in any one day,
 - does not exceed 10 hours per day for school, work, and transportation combined, and
 - does not occur during night hours.

D1.4 - Where the organization is participating in an apprenticeship program, it shall ensure employment contributes to the development of the young worker’s skills, professional competence, and/or other work-related attributes.

D1.5 – Where non-working children are present in work-related environments, the organization shall ensure:

- Protection from hazards;
- Provision for basic needs appropriate to each child’s age (e.g., access to food, water, toilet facilities, etc.);
- Adequate supervision; and
- Non-interference with the organization’s processes.

D1.6 – The organization shall ensure the location, provision of housing, work schedule, and other terms and conditions of employment do not unduly force personnel to separate from children and dependents.

D1.7 – The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Protection of Children and Young Workers throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);
- [M3: Stakeholder Involvement and Integration](#);
- [M4: Identifying and Assessing Risk and Context](#);
- [M5: Policy Commitment and Coherence](#);

- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and
- [M10: Analysis, Review, and Continual Improvement](#).

D2: Freedom of Association and the Right to Collective Bargaining

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- Workers have the right to form and join unions and other workers' organizations of their choosing to promote and protect their interests.
- Workers have the right to bargain collectively for their interests and to good faith bargaining by employers' organizations.
- Workers have the right to be free from discrimination, harassment, intimidation, or retaliation based on their status or affiliation with unions and other workers' organizations.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D2.1 - The organization shall respect and recognize the rights of personnel to form and join unions and other workers' organizations of their choice and to bargain collectively.

D2.2 - The organization shall ensure personnel are informed of their freedom to form and join unions and workers' organizations of their choosing without any negative consequences or retaliation from the organization.

D2.3 - The organization shall ensure non-interference, in any way, with the establishment, functioning, or administration of unions or other workers' organizations.

D2.4 - The organization shall ensure that members of unions and other workers' organizations, representatives of workers, and any personnel engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation.

D2.5 – The organization shall ensure that members of unions and other workers’ organizations, representatives of workers, and any personnel engaged in organizing workers have fair access to members in work-related environments.

D2.6 – Where a sectoral collective bargaining agreement exists, the organization shall respect and fulfil its obligations under the agreement. This does not preclude additional collective bargaining by unions or other workers’ organizations at the organization level, so long as such agreements are more beneficial to workers than any sectoral agreements in place.

D2.7 - The organization shall bargain in good faith.

D2.8 - Where the organization establishes, facilitates, or encourages worker committees and other worker groups, it shall ensure that these do not interfere with the establishment, functioning, or administration of unions and other workers’ organizations or with collective bargaining.

D2.9 – The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Freedom of Association and Collective Bargaining throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration;](#)
- [M2: Worker Involvement and Integration;](#)
- [M3: Stakeholder Involvement and Integration;](#)
- [M4: Risks, Impacts, and Context;](#)
- [M5: Policy Commitment and Coherence;](#)
- [M6: Objectives, Planning, and Resources;](#)
- [M7: Awareness and Implementation;](#)
- [M8: Communications and Transparency;](#)
- [M9: Monitoring and Grievance Mechanisms;](#) and
- [M10: Analysis, Review, and Continual Improvement.](#)

D3: Free and Fair Recruitment, Employment and Termination

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- People have the right to transparency, dignity, and agency in seeking, engaging in, and terminating work.
- People have the right to be free from deception, coercion, exploitation, intimidation, threats, or violence.
- People have the right to decent and fair treatment by all work-related persons. People have the right to be free from modern slavery, human trafficking, and forced labor.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D3.1 - The organization shall respect the rights of personnel to free and fair recruitment, employment, and termination.

D3.2 - The organization shall ensure transparency and understanding in recruitment, employment, and termination, including:

- Use of accessible and understandable language(s);
- Clear, accurate, and comprehensive description of process, work, and work conditions;
- Clear, accurate, and comprehensive working agreement, whether verbal or written; and
- Clear, accurate, and comprehensive description of living conditions where relevant.

D3.3 - The organization shall ensure that personnel have freedom of movement in recruitment, employment, and termination, including:

- Continuous access to identification and other important documents;
- Voluntary, non-excessive overtime;
- Freedom from threats, ransoms, or holds against persons, wages, or property used to coerce or prolong employment; and
- Reasonable physical autonomy in all work-related environments.

D3.4 - The organization shall ensure workers are free from financial burden related to recruitment, employment, and termination, including:

- Debt bondage;

- Financial penalty;
- Fees;
- Theft or forfeiting of wages; and
- Exploitative piece-rate systems.

D3.5 - The organization shall ensure that costs related to recruitment, employment, and termination are not borne, in whole or in part, by personnel.

D3.6 - The organization shall ensure personnel are free from harassment and intimidation in recruitment, employment, and termination, including:

- Physical and sexual violence;
- Threats to self or others; and
- Psychological and emotional violence.

D3.7 - The organization shall ensure that its terms and conditions of work, including location, provision of housing, work schedule, and others do not unduly isolate workers and that they ensure, at least:

- Reasonable access to transportation to and from all work-related environments; and
- Reasonable access to channels for private communication.
- Decent living conditions

D3.8 - The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Free and Fair Recruitment, Employment, and Termination throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);
- [M3: Stakeholder Involvement and Integration](#);
- [M4: Risks, Impacts, and Context](#);
- [M5: Policy Commitment and Coherence](#);
- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and

- [M10: Analysis, Review, and Continual Improvement.](#)

D4: Decent Wages and Hours

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- People have a right to a decent standard of living that supports health, wellbeing, and participation in social, cultural, religious, family, and community life.
- People have the right to be fairly compensated for their time, labor, and other contributions.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D4.1 – The organization shall respect the rights of personnel to decent wages and hours.

D4.2 - The organization shall ensure compliance with all [legal requirements](#) related to work schedules, minimum wages, and maximum hours.

D4.3 - The organization shall respect the rights of personnel to a decent standard of living by working toward at least a living wage or living income.

D4.4 - The organization shall respect the rights of personnel to reasonable hours by working toward personnel work schedules which, at minimum, limit:

- Regular hours to 48 hours per week;
- Overtime hours to 12 hours per week; and
- Overtime to a non-regular basis.

D4.5 - The organization shall ensure personnel work schedules, including hours:

- Do not pose health and safety risks;
- Include adequate breaks and rest periods;

- Provide at least one day off following six consecutive days of working, unless national law, CBA, or ILO convention allow, or short-term business requirements demand; and
- Respect the right of personnel to adequate leave.

D4.6 - The organization shall ensure personnel work schedules, including hours:

- Support a decent standard of living;
- Are predictable and convenient to personnel;
- Do not purposefully limit access to organizational or government benefits

D4.7 - Where personnel are exempt from overtime pay, hours maximums, and other requirements, the organization shall ensure:

- Compensation supports a decent standard of living;
- Compensation is equivalent to or greater than premium rates for overtime worked;
- Personnel have reasonable discretion over hours worked; and
- Hours worked do not pose health and safety risks.

D4.8 - The organization shall ensure that all overtime:

- Is voluntary;
- Is paid at a premium rate;
- Meets all applicable [requirements](#) and industry standards; and
- Is not regularly necessary due to inadequate planning or non-payment of living wage or living income.

D4.9 - The organization shall render all due wages and benefits regularly, punctually, and in a manner convenient to workers.

D4.10 - The organization shall ensure that personnel regularly receive compensation records that clearly, fully, and accurately detail hours worked and the composition of due wages, benefits, and deductions.

D4.11 - The organization shall ensure any termination in employment is fair and transparent, including:

- Non-discriminatory in selection;
- Adequate allocation of resources to meet contracts, collective agreements, and applicable laws and regulations;
- Timely payment of severance, wages, and other compensation; and
- Use of large-scale retrenchment only as a last resort.

D4.12 - In the event of disruption to business continuity, the organization shall prioritize severance, wages, and other compensation.

D4.13 - The organization shall not make deductions from base wages for disciplinary purposes.

D4.14 – The organization shall ensure the use of piece-rate compensation, part-time employment, seasonal employment, short-term contracts, homeworkers, non-employee personnel, and work from home arrangements:

- Are measured and evidence based;
- Do not contradict the requirements of this standard
- Support the right to a decent standard of living;
- Do not pose health and safety risks; and
- Are transparent, predictable, and convenient to personnel.

D4.15 – The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Decent Wages and Hours throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);
- [M3: Stakeholder Involvement and Integration](#);
- [M4: Risks, Impacts, and Context](#);
- [M5: Policy Commitment and Coherence](#);
- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and
- [M10: Analysis, Review, and Continual Improvement](#).

D5: Freedom from Discrimination

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- People have equal rights to education and employment.

- People have the right to non-discrimination, equity and inclusivity in educational and employment processes.
- People have the right to psychosocial safety at work.
- People have the right to freedom from any form of unwelcome conduct, including harassment.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D5.1 - The organization shall respect the rights of personnel to freedom from discrimination.

D5.2 - The organization shall ensure personnel have equal access and opportunity and are free from discrimination in all their interactions with the organization, including:

- Hiring and recruitment;
- Employment and working conditions;
- Work placement;
- Performance review and feedback;
- Training and mentoring;
- Promotions and opportunities;
- Grievances;
- Wages and benefits, including accommodation, transportation, meals, and others; and
- Termination and retirement.

D5.3 - The organization shall ensure personnel are free from unwelcome conduct, including harassment, in work-related environments or from any work-related person.

D5.4 - The organization shall take reasonable steps to accommodate personnel's differences, including:

- Abilities;
- Religious and customary practices;
- Literacy and language levels;
- Personal hygiene needs; and
- Any other needs related to protected characteristics.

D5.5 - The organization shall ensure workers are not subject to invasive procedures for any reason related to their employment, such as:

- “Virginity” tests;
- Pregnancy tests;
- HIV/AIDS tests; and
- Other medical/bodily tests, inspections, or procedures not relevant to their specific job.

D5.6 – The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Freedom from Discrimination throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);
- [M3: Stakeholder Involvement and Integration](#);
- [M4: Risks, Impacts, and Context](#);
- [M5: Policy Commitment and Coherence](#);
- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and
- [M10: Analysis, Review, and Continual Improvement](#).

D6: Health and Safety

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- People have the right to safe and healthy work-related environments.
- People have the right to physical and mental wellbeing.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D6.1 - The organization shall respect the rights of personnel to health and safety, including physical, social, and mental health.

D6.2 – The organization shall appoint a competent management representative to be responsible for ensuring safe and healthy work-related environments for all personnel and for implementing this standard’s health and safety requirements.

D6.3 - The organization shall periodically identify and eliminate health and safety hazards and prevent adverse impacts, including occupational injury or illness arising out of, associated with, or occurring during or in support of work, including cumulative and long-term effects.

D6.4 - Hazard identification and impact prevention shall adequately address hazardous work conditions, including, but not limited to:

- Hazardous materials;
- Hazardous equipment, work environment, and/or utilities (e.g., machinery, air quality, electrical, lighting, dust, pathogens, temperature, injury hazards, etc.); and
- Ergonomics.

D6.5 - Hazard identification and impact prevention shall adequately address natural and human-made disasters and emergencies, including, but not limited to:

- Fire and explosion/implosion;
- Earthquakes;
- Floods;
- Drought;
- Extreme heat;
- Other (non-fire) emergency;
- Pathogens (communicable diseases); and
- Other foreseeable abnormal or emergency situations.

D6.6 – Hazard identification and impact prevention shall adequately address any and all other conditions that may pose a hazard to personnel including, but not limited to:

- Structural safety of buildings and facilities;
- Safe and sanitary conditions (bathrooms, kitchens, housing, etc.);
- Safety of transportation; and
- Conditions that pose psychosocial risks.

D6.7 – To prevent adverse impacts posed by residual hazards (those that cannot be eliminated), the organization shall establish and periodically evaluate, replace, update, redesign, add to, or eliminate existing:

- Verbal and written policies and procedures;

- Equipment;
- Materials;
- Products and services;
- Hardware and software;
- Work-related environments;
- Staffing and reporting structures;
- Business models
- Sourcing and procurement practices;
- Training and competency programs; and
- Any other aspects of its operations and business relationships, as needed.

D6.8 - The organization shall ensure personnel are aware of and have ongoing access to information about actual and potential health and safety hazards and related policies, procedures, roles, responsibilities, and rights, including the right and ability to remove themselves from imminent danger without seeking permission.

D6.9 - In the event of a work-related injury, the organization shall provide first aid and assist the worker in obtaining follow-up medical treatment.

D6.10 - The organization shall provide personnel with appropriate personal protective equipment, as needed, at its own expense.

D6.11 - The organization shall ensure that work-related environments (whether owned, leased, or contracted from a service provider) are clean, safe, and meet the basic needs of users.

D6.12 - The organization shall ensure that employer-provided housing meets minimum standards of national and/or international quality and safety.

D6.13 - The organization shall provide all personnel reasonable access to:

- Clean toilet facilities;
- Potable water;
- Suitable spaces for meal breaks;
- Sanitary facilities for food storage (where applicable); and
- Private spaces for nursing parents (where applicable).

D6.14 - The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Health and Safety throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);

- [M3: Stakeholder Involvement and Integration](#);
- [M4: Risks, Impacts, and Context](#);
- [M5: Policy Commitment and Coherence](#);
- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and
- [M10: Analysis, Review, and Continual Improvement](#).

D7: Privacy

Principles

Fundamental human rights, to be protected by government and respected by business in the context of work.

- People have the right to a reasonable expectation of privacy in their personal lives and in work-related environments.
- People have the right to be aware of and understand how their personal data is used.
- People have the right to a reasonable degree of control over their personal data.

Performance Criteria

Specific performance requirements for organizations to demonstrate respect for these rights in the context of work.

D7.1 - The organization shall respect the rights of personnel to privacy.

D7.2 - The organization shall minimize the types and amount of data collected, in order to improve the protection of workers' privacy.

D7.3 - The organization shall only collect, process, and use personal data of personnel:

- For reasons directly relevant to the personnel's work and/or services;
- For the purposes for which they were originally collected;
- In a manner that respects the personal autonomy of personnel;
- On a limited basis when making decisions on employment, promotion, or termination; and

- In a non-discriminatory manner.

D7.4 - The organization shall ensure personnel are aware of and have ongoing access to information on the collection and use of personal data and related policies, procedures, roles, responsibilities, and rights, including their rights to refuse or limit collection and use where applicable.

D7.5 – The organization shall ensure effective management systems to fulfil the principles, address the risks, and meet the organizational objectives associated with Privacy throughout its operations and business relationships, both direct and indirect, including:

- [M1: Leadership Commitment, Involvement and Integration](#);
- [M2: Worker Involvement and Integration](#);
- [M3: Stakeholder Involvement and Integration](#);
- [M4: Risks, Impacts, and Context](#);
- [M5: Policy Commitment and Coherence](#);
- [M6: Objectives, Planning, and Resources](#);
- [M7: Awareness and Implementation](#);
- [M8: Communications and Transparency](#);
- [M9: Monitoring and Grievance Mechanisms](#); and
- [M10: Analysis, Review, and Continual Improvement](#).

Definitions

1	Business Partner: Entity with which the organization has a business relationship, direct or indirect, for the purpose of meeting its business objectives, including both downstream and upstream partners. ¹
2	Business Relationship: The relationships an organization has with business partners, entities in its value chain, and any other State or non-State entity directly linked to its operations, products, or services. They include direct and indirect relationships across the organization’s entire value chain, upstream and downstream, such as employment agencies, suppliers, sub-contractors, recruiters, agents, licensees, brokers, distributors, service providers, and minority as well as majority shareholding positions in joint ventures. ²
3	Child: Any person under 15 years of age, except where: <ul style="list-style-type: none"> a. the minimum age for work is higher by local law, or b. the minimum age for work is set at 14 by local law (as allowed under ILO Convention 138).
4	Child Labor: Any work performed by a child younger than the age(s) specified in the definition of a child, except where: <ul style="list-style-type: none"> a. children are engaged in Light Work (as established in ILO Convention 138 and defined in this standard, see <i>Legally Working Child</i>); or b. children are engaged in Help in a Family Setting (as defined in this standard, see <i>Legally Working Children</i>).
5	Collective Bargaining Agreement: A contract specifying the terms and conditions for work, negotiated between an organization (e.g., employer) or group of employers and one or more workers’ organization(s).
6	Decent Standard of Living: Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events. ³
7	Due Diligence: A comprehensive and proactive process to identify and address the actual and potential risks, opportunities, and impacts that an organization causes, contributes to, or is directly linked to through its business relationships. Due diligence requires that the organization cease, prevent, mitigate, and remediate actual and potential impact (or exert influence to do so), through a

¹ Adapted from [GRI Standards Glossary 2022](#).

² Adapted from [UNGP Reporting Framework Glossary](#), Shift.

³ [Global Living Wage Coalition](#).

	management systems approach, grounded in worker and stakeholder engagement. ⁴
8	Forced Labor: All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. ⁵
9	Hazardous Conditions (for children and young workers): Work which: <ul style="list-style-type: none"> • exposes children and young workers to physical, psychological, or sexual harm; • is underground, under water, at dangerous heights, or in confined spaces; • involves dangerous machinery, equipment and tools, or the manual handling or transport of heavy loads; • is in an unhealthy environment that may, for example, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations damaging to their health; • is under particularly difficult conditions such as work for long hours or during the night or where the child is unreasonably confined to the premises of the employer.
10	Human Trafficking: The recruitment, transfer, harboring or receipt of persons, by means of the use of threat, force, deception or other forms of coercion, for the purpose of exploitation. ⁶
11	Legally Working Child: A child working in one of the following permitted situations: <ol style="list-style-type: none"> I. Light Work⁷ - Work performed by children aged between 13 and 15 (12 to 14 in some countries), which: <ol style="list-style-type: none"> a. does not jeopardize the child’s attendance at school, and is not so demanding as to undermine their educational attainment; b. does not jeopardize the child’s social, moral, or physical development and does not constitute a hazard to the child’s general health and well-being; c. does not exceed 4 hours a day or 14 hours a week; d. does not occur in a setting hazardous to children or young workers; and e. provides for competent adult supervision. II. Help in Family Setting - Support or assistance to family members in the home, farm, or business, which:

⁴ Adapted from UN Guiding Principles on Business and Human Rights and ISO26000.

⁵ ILO Convention 29.

⁶ Palermo Protocol.

⁷ Adapted from ILO Convention 138.

	<ul style="list-style-type: none"> a. does not jeopardize the child’s attendance at school, and is not so demanding as to undermine their educational attainment; b. does not jeopardize the child’s social, moral, or physical development and does not constitute a hazard to the child’s general health and well-being; c. does not occur in a setting hazardous to children or young workers; and d. provides for guidance and supervision by an adult member of the immediate family or legal guardian. <p>III. Work in Entertainment - Children and Young Workers in Entertainment who are subject to lawful agreement(s), which:</p> <ul style="list-style-type: none"> a. is authorized by an appropriate government authority; and b. is authorized by a parent or legal guardian of the child or young worker; and c. is authorized by the employer or agent of the child or young worker; and d. is authorized by the young worker (in the case of a young worker agreement(s) only); e. does not risk impairment of the social, cognitive, or physical wellbeing of the child or young worker; and f. limits the hours of work per day and per year (including the provision of adequate sleep and rest periods and limitations on work during night hours); g. provides for the health and safety of the child or young worker; and h. provides for the continuing education of the child or young worker; and i. provides for a portion of earnings to be set aside in a trust for the benefit of the child or young worker; and j. all contract terms are understood and met by all parties concerned.
12	<p>Living Wage: The remuneration received for a standard work week by a worker in a particular place sufficient to afford a <i>decent standard of living</i> for the worker and her or his family.⁸</p>
13	<p>Living Income: The net annual income required for a household in a particular place to afford a <i>decent standard of living</i> for all members of that household.⁹</p>
14	<p>Maintain: see <i>periodically</i>.</p>

⁸ [Global Living Wage Coalition](#).

⁹ [Living Income Community of Practice](#).

15	May: In this Standard the term “may” indicates a possibility. It is not used to indicate a permission.
16	Mental Wellbeing: occurs when an individual can cope with the normal stresses of life, work productively, and make a contribution to their community. ¹⁰
17	Night Hours: (22:00 – 06:00), or: As defined in national law.
18	Non-Conformance: Non-compliance with a requirement.
19	<p>Non-Employee Personnel: Individuals with any of the following relationships to the organization (included in <i>personnel</i>):</p> <ul style="list-style-type: none"> I. Direct: individuals who provide labor to the organization and who are directly contracted by the organization. II. Indirect: individuals who provide labor to the organization and who are contracted through a third-party or self-employed (e.g., personnel engaged through a labor recruitment agency; security, maintenance, janitorial, canteen, or specialist personnel; drivers; homeworkers; small-holder farmers, gig workers, etc.). III. Government Required: Personnel, whether engaging directly or indirectly with the organization, whose labor is administered or coordinated in accordance with requirements specified by a government entity (or an authority designated by a government entity). (e.g., personnel work placement or community support programs). IV. Visitors to <i>work-related environments</i>.
20	Non-Working Child: Children not engaged in work.
21	Organization: The entity responsible for implementing the requirements of this Standard. Organizations can include: companies, corporations, farms, plantations, cooperatives, NGOs, government institutions, or any other entity that may cause, contribute to, or be directly linked to impacts and risks related to this Standard.
22	Periodically (Periodic): (1) At regular intervals, (2) when circumstances change, and (3) as indicated through monitoring, complaints, non-compliance, or grievances.
23	Personnel: All individuals performing work for an organization or their business partners (including <i>non-employee personnel</i>). Includes, but is not limited to, directors, executives, managers, supervisors, workers, and contract workers

¹⁰ WHO, [Health and Well-Being](#).

	such as security guards, canteen workers, dormitory workers, logistics workers, construction workers, cleaning workers, etc.
24	Protected Characteristics: ¹¹ Personal traits that shall not be used as a reason to discriminate against someone. These include: race, color, religion, sex (including pregnancy status, gender identity, and sexual orientation), national origin, disability, age (age 40 or older), union status/affiliation, political affiliation, and genetic information.
25	Psychosocial Safety: The feeling of being able to participate fully in the workplace without unwelcome conduct and to be able to speak up, take risks, and make mistakes without fear of negative consequences. ¹²
26	Psychological and/or Emotional Violence: ¹³ Any intentional conduct that seriously impairs another person’s psychological integrity. An act which causes psychological harm to an individual. Psychological violence can take the form of, for example, coercion, defamation, verbal insult, or harassment.
27	Psychosocial Risks or Hazards: Psychosocial hazards are factors in the work environment that can cause stress, strain, or interpersonal problems for the worker. ¹⁴
28	Salient risks: Those risks with the potential to pose the most severe negative impacts to human rights. They vary from company to company. ¹⁵
29	Shall: In this Standard the term “shall” indicates a requirement.
30	Stakeholder: Any individual or organization that may affect or be affected by a company’s actions and decisions. The primary focus is on affected or potentially affected stakeholders, meaning individuals whose human rights have been or may be affected by a company’s operations, products or services. Relevant stakeholders include the legitimate representatives of potentially affected stakeholders, including trade unions, as well as civil society organizations and others with experience and expertise related to business impacts on human rights. ¹⁶

¹¹ Adapted from: [Cornell Law School](#) and [EEOC: US Equal Employment Opportunities Commission](#).

¹² Adapted from: Edmondson, Amy. “[Psychological Safety and Learning Behavior in Work Teams](#).” Administrative Science Quarterly.

¹³ Adapted from: Council of Europe, [Understanding Psychological Violence against Women](#) and [ADR Times \(Alternative Dispute Resolution\)](#).

¹⁴ [Centers for Disease Control](#).

¹⁵ Adapted from [UNGP Reporting Framework glossary](#), Shift.

¹⁶ UN Guiding Principles on Business and Human Rights.

31	Top decision-making body: the group or individual(s) at the highest level of authority in an organization. Will vary across organizations, but will often be either a board of directors or the organization’s owner(s) or investor(s).
32	Top management: the group or individual(s) managing the organization on a daily basis. May or may not be the same as the <i>top decision-making body</i> .
33	Unwelcome Conduct: conduct that was not solicited or invited by the employee and which the employee regarded as undesirable or offensive. ¹⁷
34	<p>Vulnerable Populations:¹⁸ people or groups which face specific challenges that may lead to a need for a higher level of protection, including but not limited to:</p> <ul style="list-style-type: none"> • Indigenous peoples • Women • National and ethnic minorities • Religious and linguistic minorities • Children • Persons with disabilities • Migrant workers and their families • Refugees • LGBTQIA+ individuals
35	Worker: All non-management personnel.
36	Workers’ Organizations: Autonomous, voluntary associations of workers organized for the purpose of furthering and defending the rights and interests of workers.
37	Work-Related Environment: A physical or virtual space where personnel work or are required to be present.
38	Worst Forms of Child Labor: Includes slavery, child trafficking, debt bondage, serfdom, forced labor, sexual exploitation, the involvement of children in illicit activities (drug trafficking, drug production etc.), and armed conflict. ¹⁹
39	Young Worker: Any personnel under the age of 18 but over the age of a child.

¹⁷ [US Equal Employment Opportunity Commission](#).

¹⁸ Adapted from: [UN Guiding Principles on Business and Human Rights](#), [UN Economic and Social Commission for Western Africa/World Bank](#), and [UN Fights Racism](#).

¹⁹ Adapted from ILO convention 182.