

SA8000:2025

International Standard for Decent Work

关于体面劳动的国际标准

Draft Standard for Review

标准草案评审

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Overarching Criteria/总体标准

Overarching expectations for all organizations implementing this Standard.

对实施本标准的所有组织的总体期望。

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

组织应尊重本标准的原则，并寻求不断改进其绩效。

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

组织应建立、实施、维护和持续改进基于领导承诺和工人及利益相关方参与的管理体系，包括满足本标准中定义的标准所需的过程及其相互作用。

O3 – The organization shall ensure its performance related to this standard meets or exceeds:

组织应确保其与本标准相关的绩效满足或超过本标准：

- Legal and/or regulatory requirements; and/ 法律和/或监管法规要求； 以及
- Collective bargaining agreements./ 集体谈判协议

Section 1. Management Systems: Governance and Due Diligence /第一部分. 管理体系：治理及尽职调查

Management System Principles /管理体系原则

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

领导力——组织领导者应在其运营和商业关系中倡导并表现出对人权的承诺。

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

问责——组织应让领导层和负责人员对其对人权的潜在和实际影响负责。

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

自由意志及尊严——组织应尊重工人和利益相关方的自由意志和尊严。

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

整合——组织应在其运营和业务关系中始终如一地履行其人权承诺。

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

可持续性——组织应制定管理体系，在短期、中期和长期内规划并始终尊重人权。

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.

响应性——组织应积极主动地了解、应对和补救其人权风险和影响，并抓住机会改善其人权绩效。

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

透明度——组织应向利益相关方提供清晰、准确和相关的人权绩效信息。

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

参与和包容性——组织应让利益相关方，特别是工人，有意义地参与制定和实施人权目标。

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

支持——组织应投入足够的投资、内部能力以及内部与外部资源以达成其人权承诺。

Continuous Improvement - Organizations should continuously improve their human rights performance.

持续改善——组织应不断改善其人权绩效。

A. Overarching Management System Criteria 总体管理体系标准

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

指导说明：要求适用于所有管理体系标准

- M1: Leadership Commitment, Involvement and Integration
- M1: 领导层承诺，参与及整合
- M2: Worker Involvement and Integration
- M2: 员工参与及整合
- M3: Stakeholder Involvement and Integration
- M3: 利益相关方参与及整合

M1: Leadership Commitment, Involvement and Integration /领导层承诺、参与及整合

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.

组织的最高决策层应通过将本标准和[组织目标](#)的原则纳入其战略和绩效衡量来证明对这些原则的承诺。

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](#).

达到这一标准的责任和问责制应由最高管理层承担，包括建立和维护有效的管理体系以实现[组织目标](#)。

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

组织应通过以下方式证明最高管理层的责任和问责制：

- Organizational structure; / 组织架构
- Roles and responsibilities; / 角色及职责
- Top management objectives; / 高层管理目标
- Compensation; / 薪酬
- Incentives; / 激励

- Promotions; / 晋升
- Termination; and / 解雇; 以及
- Decision-making processes and authorities. / 决策过程及权限

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

组织应通过以下方式证明将本标准纳入组织的战略和绩效衡量:

- Involvement of all functional areas of the organization in meeting this standard; and
组织所有职能部门参与达到这一标准; 以及
- All levels of management are responsible and accountable
各级管理层都有责任和问责
- Alignment of job descriptions, personnel objectives, compensation, incentives, promotions, termination, and decision-making processes.
职位描述、人员目标、薪酬、激励、晋升、解雇和决策过程的一致性。

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

决策机构的组成应代表相关利益相关方。

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

组织应确保最高管理层识别、披露和管理利益冲突, 以满足这一标准。

M2: Worker Involvement and Integration / 员工参与及整合

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.

组织应确保工人、包括工人代表的参与, 并在组织管理体系的适用级别整合工人的声音。

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

组织应确保工人的参与和声音能够代表工作场所的员工人数统计数据和他们的兴趣。

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

组织应确保员工能够获得有效和包容的沟通和参与渠道，至少包括：

- actively seek the input and feedback of workers;
积极寻求员工的意见和反馈；
- enable workers to represent their interests to management;
使员工能够向管理层提出自己的利益；
- provide varied means of participation in a manner convenient to workers;
以方便员工的方式提供各种参与方式；
- are accessible for all workers;
所有员工都可以使用；
- are trusted and actively utilized;
值得信赖并积极利用；
- provide protected channels for worker-to-worker communication; and
为工人之间的沟通提供受保护的渠道；和
- are aligned with worker interests and concerns.
与工人的利益和关心保持一致。

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

组织应建立跨部门的员工-管理层团队，以支持和促进组织的管理体系。

M3: Stakeholder Involvement and Integration / 利益相关方参与及整合

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

组织应确保利益相关方的介入、咨询和参与具有包容性和透明度。

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

组织应确保在组织决策中考虑利益相关方的需求、期望、关注和投诉。

B. Due Diligence and Continual Improvement Criteria

尽职调查和持续改善标准

- M4: Identifying and Assessing Risk and Context
M4: 识别和评估风险及背景
- M5: Policy Commitment and Coherence
M5: 政策承诺及一致性
- M6: Objectives, Planning, and Resources
M6: 目标、计划及资源
- M7: Awareness and Implementation
M7: 意识及实施
- M8: Communications and Transparency
M8: 沟通及透明度
- M9: Monitoring and Grievance Mechanisms
M9: 监控及申诉机制
- M10: Analysis, Review, and Continual Improvement
M10: 分析、评审及持续改善

M4: Identifying and Assessing Risk and Context / 识别和评估风险及背景

M4.1 – The organization shall periodically identify the potential context and scope of its internal and external operations and interactions, and its relevant responsibilities.

组织应定期确定其内部和外部运营和互动的潜在背景和范围，以及相关职责。

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.

组织应定期确定并咨询包括工人在内的[有关利益相关方](#)的可信代表，以了解他们所代表人群的需求和期望。

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

考虑到利益相关方的需求和期望，组织应定期确定：

- Adverse impacts related to this standard that it causes, contributes to, or is directly linked to through its operations and interactions, both direct and indirect;
与本标准相关的不利影响，包括直接和间接的操作和相互作用而导致、促成或直接相关的不利影响；
- Actual and potential risks related to this standard, which may occur under normal or exceptional circumstances;
在正常或特殊情况下可能发生的与本标准相关的实际和潜在风险；
- Opportunities for positive impacts; and
产生积极影响的机会；以及
- Risks and impacts specific to vulnerable populations
弱势群体特有的风险和影响

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

考虑到利益相关方的需求和期望，组织应定期评估并优先考虑在正常或特殊情况下可能发生的实际和潜在的突出风险、机遇和影响。

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.

考虑到利益相关方的需求和期望以及已经识别和优先考虑的风险、机遇和影响，组织应定期定义和记录其管理体系的范围。

M5: Policy Commitment and Coherence/政策承诺及一致性

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

考虑到其[风险和背景](#)，组织应制定、记录并定期更新组织政策，至少在以下方面明确承诺组织：

- Meeting or exceeding the requirements and principles of this standard, related legal requirements, and all other applicable requirements;
达到或超过本标准的要求和原则、相关法律要求以及所有其他适用要求；
- Appropriately addressing salient risks, impacts, and vulnerabilities in its operations and business relationships;
适当应对其运营和业务关系中的突出风险、影响和漏洞；
- Integrity and ethical behavior in meeting this standard;
符合本标准的诚信和道德行为；
- Maintaining integrated management systems to identify and meet requirements of this standard;
维护综合管理体系以识别和达到本标准的要求；
- Maintaining consultation with workers and other relevant stakeholders in identifying and meeting requirements of this standard;
在确定和达到本标准的要求时，与工人和其他相关的利益相关方保持磋商；
- Responding to the expectations of workers and other relevant stakeholders; and
回应工人和其他相关的利益相关方的期望；以及
- [Continual improvement](#).
[持续改善](#)

M5.2 – Where [identified and prioritized risks, opportunities, and impacts](#) indicate, and in consideration of [organizational objectives](#), the organization shall establish requirements for business partners, which at minimum, meet the principles of this standard.

如果[已识别和优先考虑的风险、机遇和影响](#)表明，并考虑到[组织目标](#)，组织应为业务合作伙伴制定要求，这些要求至少应符合本标准的原则。

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](#).

组织应确保其政策、游说和其他外部互动不与对本标准原则和组织政策和[目标](#)的承诺相矛盾。

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

如果法律和/或监管要求与本标准不同，组织应采用对人员最有利的标准。

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

如果法律和/或监管要求与本标准相矛盾，组织应识别并减轻对人员的显著风险和影响。

M6: Objectives, Planning and Resources/目标、计划及资源

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

考虑到其[风险](#)、[背景](#)和[组织政策](#)，组织应定期制定并记录目标，如：

- Seek to meet or exceed the requirements and principles of this standard, [related legal requirements](#), and all other applicable, related requirements;
力求达到或超过本标准的要求和原则、[相关法律要求](#)以及所有其他适用的相关要求；
- Where the organization is causing or contributing to adverse impacts, seek to:
如果组织正在造成或促成不利影响，请从以下方面寻求解决：
 - Identify root causes of adverse impacts,/确定不利影响的根本原因
 - Cease causing or contributing to adverse impacts,/停止造成或促成不利影响
 - Prevent future adverse impacts,/防止未来的不利影响
 - Mitigate adverse impacts that cannot be ceased or prevented, / 减轻无法停止或预防的不利影响
 - Remediate actual adverse impacts, and / 补救实际的不利影响，以及
 - Influence relevant stakeholders to cease, prevent, mitigate, and remediate adverse impacts; / 影响有关的利益相关方停止、预防、减轻和补救不利影响；
- Where the organization is directly linked to adverse impacts, seek to influence relevant stakeholders to cease, prevent, mitigate, and remediate, as relevant, adverse impacts;
如果组织与不利影响直接相关，则寻求影响有关利益相关方来停止、预防、减轻和补救相关的不利影响；
- Are established with the [participation of workers](#) and other [relevant stakeholders](#);
是在工人和其他[有关的利益相关方](#)的参与下建立的；

- Identify opportunities for collaboration on systemic issues; and
确定在系统性问题上进行合作的机会；以及
- Seek [continual improvement](#).
寻求[持续改善](#)。

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

组织应定期规划和定义达到本标准和组织目标所需的过程，包括：

- Defining necessary verbal and written policies, procedures, work instructions, signage, software and other media;
定义必要的口头和书面政策、程序、工作说明、标牌、软件和其他媒体；
- Identifying the resources necessary;
确定必要的资源；
- Identifying the competency necessary
确定必要的能力
- Defining the roles and responsibilities;
定义角色和职责；
- Identifying the required documented information; and
确定所需的文件化信息；以及
- Identifying indicators and metrics for [monitoring](#) and [analysis](#).
确定用于[监督](#)和[分析](#)的指标和度量。

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

组织应确保所定义的流程解决与本标准相关的商业道德和诚信问题。

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

组织应确保所定义的流程解决与应急准备和响应相关的问题。

M6.5 – The organization shall ensure defined processes address operations and business relationships, including procurement.

组织应确保所定义的流程涉及运营和业务关系，包括采购。

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

组织应确保人员目标（如可交付成果、目标、关键绩效指标）和激励措施支持本标准和组织目标的要求和原则。

M7: Awareness and Implementation / 意识及实施

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

组织应通过以下方式实施既定流程：

- Assigning roles, authorities, and responsibilities; / 分配角色、权限和责任；
- Providing necessary resources; / 提供必要的资源
- Providing relevant documented information; / 提供相关的文件信息
- Consulting with relevant personnel; and / 咨询相关人员； 以及
- Collaborating with external stakeholders as necessary. / 必要时与外部利益相关方合作

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

为达成[组织目标](#)，组织应建立并定期评估、替换、更新、重新设计、添加或消除现有的：

- Verbal and written policies, procedures, work instructions, signage, software and other media; / 口头和书面政策、程序、工作说明、标牌、软件和其他媒体；
- Equipment; / 设备
- Materials; / 材料
- Products and services; / 产品和服务
- Hardware and software; / 硬件和软件
- Work-related environments; / 工作相关环境
- Staffing and reporting structures; / 人员配置和报告结构；
- Business models; / 商业模式
- Sourcing and procurement practices; / 采购及采购实践
- Training and competency programs; and / 培训及能力计划； 以及
- any other aspects of its operations and business relationships, as needed. /

根据需要，其运营和业务关系的任何其他方面。

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

组织应确保所有人员具备适当的能力，以实现[组织目标](#)并[持续改善](#)。

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

组织应确保所有人员对[组织政策、目标和流程](#)有适当的认识和理解

M7.5 - The organization shall ensure all 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.

组织应确保所有人员了解并持续获得有关根据国家法律享有的权利、本标准原则所支持的权利以及保护其权利的相关机制和/或渠道的信息。

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

组织应确保[利益相关方](#)适当了解[组织目标、影响](#)及参与渠道。

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

组织应确保其运营和业务关系，包括采购：

- Incentivize good performance, transparency, and commitment by business partners;/ 鼓励商业伙伴的良好表现、透明度和承诺；
- Support [continual improvement](#); /支持持续改善
- Minimize the likelihood of adverse impacts; / 尽量减少不利影响的可能性；
- Support remediation of identified adverse impacts; and /支持对已确定的不利影响进行补救；以及
- Support long-term business partner planning. /支持长期业务合作伙伴规划。

M8: Communications and Transparency / 沟通与透明度

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

组织应确保其内部和外部沟通是定期的，并且：

- Meet the needs and expectations of stakeholders; / 满足利益相关方的需求和期望；
- Are informed by the [identified and prioritized risks, opportunities, and impacts](#); / 了解已识别和优先考虑的风险、机遇和影响；
- Align with [organizational policies](#) and [objectives](#); / 与组织政策和目标保持一致；
- Meet [legal, regulatory](#), and other reporting requirements; / 满足法律、监管和其他报告要求；
- Are transparent, accurate, and representative of actual performance and impacts; and / 透明、准确，并能代表实际绩效和影响； 以及
- Are appropriately accessible and available to [stakeholders](#). / 可供利益相关方适当进入并使用。

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

组织应确保准确反映其：

- Adherence to this standard; / 遵守本标准；
- [Scope and context](#); / 范围和背景；
- [Actual or potential impacts](#); and / 实际或潜在影响； 以及
- Performance against [organizational objectives](#). / 组织目标的绩效

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

如果获得授权的第三方提出要求，组织应提供所有所需文件、记录、材料、人员和工作环境的访问权限。

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

组织应确保其文件化信息：

- Available and suitable; / 可用且适用；

- Accurate and clear; /准确且清晰;
- Effectively controlled; and /有效控制; 以及
- Identifiable. / 可识别

M9: Monitoring and Grievance Mechanisms /监督及申诉机制

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

组织应根据组织目标和对本标准的遵守情况来监督和评估其绩效。

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

组织应确保其监督和评估:

- Addresses the [identified and prioritized risks, opportunities, and impacts](#); / 解决已识别和优先考虑的风险、机遇和影响;
- Is regular and sufficient to verify performance against [organizational objectives](#); / 定期并充分验证组织目标的绩效
- Enables [worker participation](#); / 使工人有参与的可能
- Is appropriately documented. / 有适当的文件记录

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

组织应根据确定的要求来监督和评估业务合作伙伴的绩效，这些要求由已识别和优先的风险、机遇和影响表示。

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:

组织应建立并维护外部利益相关方对组织提出投诉或关注的渠道，以及处理、解决和沟通结果的申诉机制。既定的渠道和机制应包括:

- Legitimate; / 合法

- Accessible; /无障碍
- Predictable; /可预测
- Equitable; /公平
- Transparent; /透明
- Rights-compatible; /权力相容
- Non-retaliatory; /非报复性
- Monitored; /监控
- Anonymous where preferred; and /首选匿名; 以及
- Support [continual improvement](#). /支持[持续改善](#)

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:

组织应建立并维护员工提出相关的关注事宜、问题或事件的渠道，以及处理、解决和沟通结果的申诉机制。既定的渠道和机制应包括：

- Legitimate;/合法
- Accessible;/无障碍
- Predictable;/可预测
- Equitable; /公平
- Transparent; /透明
- Rights-compatible; /权力相容
- Non-retaliatory; / 非报复性
- Monitored; /监控
- Anonymous where preferred; and /首选匿名; 以及
- Support [continual improvement](#). / 支持[持续改善](#)

M10: Analysis, Review and Continual Improvement/分析，评审及持续改善

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

组织应对照[组织目标](#)和本标准评审绩效。

M10.2 - Outputs of organizational review shall:

组织评审的产出应该包括：

- Form the basis of organizational decision making, where indicated;
在有指示的情况下构成组织决策的基础；
- Assess root causes of impacts where necessary; and
必要时评估影响的根本原因； 以及
- Lead to changes to [organizational policies](#), [objectives and processes](#) where indicated.

在有指示的情况下引发[组织政策、目标和流程的变化](#)。

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

在可行的情况下，组织应通过定期整合以下方面的产出，证明其管理体系、绩效和影响的持续改善：

- [Monitoring and grievance mechanisms](#);
[监督及申诉机制](#)
- Stakeholder complaints and concerns; and
利益相关方的投诉和关注； 以及
- Non-conformances and corrective actions.
不符合项及纠正措施

Section 2: Decent Work/第二部分：体面劳动

- D1: Protection of Children and Young Workers /儿童和未成年工保护
- D2: Freedom of Association and the Right to Collective Bargaining / 结社自由及集体谈判权
- D3: Free and Fair Recruitment, Employment and Termination /自由和公平的招聘、雇佣及解雇
- D4: Decent Wages and Hours /体面工资和工时
- D5: Freedom from Discrimination /免于歧视
- D6: Health and Safety /健康和安安全全
- D7: Privacy /隐私

D1: Protection of Children and Young Workers/儿童和未成年工保护

Principles/原则

- Children have the right to be protected from child labor, including the worst forms./ 儿童有权受到保护，免受童工劳动，包括最恶劣形式的童工。
- Children and young workers have the right to support their basic needs./ 儿童和未成年工享有满足其基本需求的权力。
- Children and young workers have the right to social, cognitive, and physical development. /儿童和未成年工享有参与社会、认知和身体发育的权力。
- Children and young workers have the right to pursue an education./儿童和未成年工享有获得教育的权力。
- Children and young workers have the right to fair treatment, safety, and special protection in employment./儿童和未成年工享有在雇佣中获得公平待遇、安全和特殊保护的权力。
- Young workers have the right to develop work-related skills./未成年工享有发展与工作相关的技能的权力。
- Children and young workers have the right to be heard in the workplace./儿童和未成年工享有在工作场所发表意见的权力。

Criteria /标准

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

组织应尊重儿童和未成年工的权力。

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).

组织应确保其对儿童和未成年工的最低年龄要求达到或超过法律和其他要求*（如 O2 和/或“合法工作儿童”定义中所定义）。

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

组织应确保未成年工的雇佣符合：

- Protects the worker’s social, cognitive, and physical development and does not constitute a hazard to their general health and well-being; / 保护工人参与社会、认知和身体发展，不会对其整体健康和福祉构成危害；
- Is not so demanding as to undermine their educational attainment; / 要求不高，不会影响他们受教育的程度
- Provides equal pay to adult workers in similar positions; and/ 提供和类似职位的成年工平等的报酬；以及
- Does not exceed hours of work limitations, including:/不超过工作时间的限制，包括：
 - does not exceed 8 hours work in any one day,/每天工作不超过 8 小时
 - does not exceed 10 hours per day for school, work, and transportation combined, and /上学、工作加上交通时间每天不超过 10 小时；以及
 - does not occur during night hours./不安排夜班

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.

如果组织参与学徒计划，则应确保就业有助于未成年工的技能、专业能力和/或其他与工作相关的属性的发展。

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

如果非工作儿童出现在与工作相关的环境中，组织应确保：

- Protection from hazards; / 危险防护
- Provision for basic needs appropriate to each child's age (e.g., access to food, water, toilet facilities, etc.); / 提供适合各个儿童年龄的基本需求（例如，获得食物、水、厕所设施等）；
- Adequate supervision; and / 充分监护； 以及
- Non-interference with the organization's processes./ 不干扰组织的流程

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.

组织应确保地点、住房提供、工作时间表和其他雇佣条款和条件不会过度强迫员工与子女和家人分开。

D1.7 – The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Protection of Children and Young Workers. This includes:

组织应采用管理体系方法来实现与保护儿童和未成年工相关的原则、应对风险和组织目标。包括：

- [M1: Leadership Commitment, Involvement and Integration](#); /领导层承诺，参与及整合
- [M2: Worker Involvement and Integration](#); / 员工参与及整合
- [M3: Stakeholder Involvement and Integration](#); /利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#); /识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#); / 政策承诺及一致性
- [M6: Objectives, Planning, and Resources](#); /目标，计划和资源
- [M7: Awareness and Implementation](#); /意识和实施
- [M8: Communications and Transparency](#); /沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and /监督和申诉机制； 以及

- [M10: Analysis, Review, and Continual Improvement](#).分析，评审及持续改善

D2: Freedom of Association and the Right to Collective Bargaining/结社自由和集体谈判权

Principles /原则

- Workers have the right to form and join unions and other workers' organizations of their choosing to promote and protect their interests.
工人有权组建和加入工会和他们选择的其他工人组织，以促进和保护他们的利益。
- Workers have the right to bargain collectively for their interests and to good faith bargaining by employers' organizations.
工人有权为自己的利益进行集体谈判，并有权通过雇主组织进行诚意谈判。
- 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.
工人有权不因其地位或与工会和其他工人组织的关系而受到歧视、骚扰、恐吓或报复。

Criteria/标准

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.

组织应尊重和承认员工组建和加入工会和其他工人组织以及集体谈判的权利。

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.

组织应确保员工被告知他们可以自由组建和加入自己选择的工会及其他工人组织，而不会因此有任何负面后果或组织的报复。

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

组织应确保任何方式都不得干涉工会或其他工人组织的建立、运作或管理。

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.

组织应确保工会和其他工人组织的成员、工人代表以及参与组织工人的任何人员不受歧视、骚扰、恐吓或报复。

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.

组织应确保工会和其他工人组织的成员、工人代表以及参与组织工人的任何人员在与工作相关的环境中公平地与其成员接触。

D2.6 – Where sectoral collective bargaining agreements exist, the employer shall sign and, at a minimum, adhere to this 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.

如果存在部门集体谈判协议，雇主应签署并至少遵守该协议。这并不排除工会或其他工人组织在组织层面进行额外的集体谈判，只要这些协议比任何现有的部门协议对工人更有利。

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

组织应本着诚信的原则进行谈判。

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.

如果组织建立、促进或鼓励工人委员会和其他工人团体，则应确保这些委员会和团体不会干扰工会和其他工人组织的建立、运作或管理，也不会干扰集体谈判。

D2.9 – The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Freedom of Association and Collective Bargaining. This includes:

组织应采用管理体系方法来实现原则，应对风险，并实现与结社自由和集体谈判相关的组织目标。这包括：

- [M1: Leadership Commitment, Involvement and Integration](#);/领导层得承诺、参与及整合
- [M2: Worker Involvement and Integration](#);/员工参与及整合
- [M3: Stakeholder Involvement and Integration](#);/利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#);/识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#);/政策承诺和一致性
- [M6: Objectives, Planning, and Resources](#);/目标，计划和资源
- [M7: Awareness and Implementation](#);/意识和实施
- [M8: Communications and Transparency](#);/沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and/监督和申诉机制；以及
- [M10: Analysis, Review, and Continual Improvement](#)./分析，评审和持续改善

D3: Free and Fair Recruitment, Employment and Termination/自由且公平的招聘、雇佣及解雇

Principles/原则

- People have the right to transparency, dignity, and agency in seeking, engaging in, and terminating work.

人人都享有在寻求、从事和终止工作时获得透明度、尊严和自由意志的权力。

- People have the right to be free from deception, coercion, exploitation, intimidation, threats, or violence.
人人都享有免受受欺骗、胁迫、剥削、恐吓、威胁或暴力的权力。
- People have the right to decent and fair treatment by all work-related persons.
人人都享有获得所有与工作有关的人的体面和公平待遇的权力。
- People have the right to be free from modern slavery, human trafficking, and forced labour.
人人都享有免于现代奴隶制、人口贩卖和强迫劳动的权力。

Criteria/标准

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

组织应尊重员工自由、公平的招聘、雇佣和解雇权利。

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

组织应确保招聘、雇佣和解雇过程中的透明度和理解，包括：

- Use of accessible and understandable language(s); /使用便于理解的语言；
- Clear, accurate, and comprehensive description of process, work, and work conditions; / 清晰、准确、全面地描述流程、工作和工作条件
- Clear, accurate, and comprehensive working agreement, whether verbal or written; and / 清晰、准确、全面的工作协议，无论是口头还是书面的；以及
- Clear, accurate, and comprehensive description of living conditions where relevant. / 对相关生活条件进行清晰、准确和全面的描述。

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

组织应确保人员在招聘、雇佣和解雇方面有合理的行动自由，包括：

- Continuous access to identification and other important documents;/ 持续获取身份证明和其他重要文件
- Voluntary, non-excessive overtime;/自愿、非过度加班；
- No threats, ransoms, or holds against persons, wages, or property used to coerce or prolong employment; and / 不得威胁、勒索或扣留来强迫或延长雇佣的人员、工资或财产；以及
- Reasonable physical autonomy in all work-related environments./ 在所有与工作相关的环境中享有合理的身体自主权。

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

组织应确保工人免于与招聘、雇佣和解雇有关的任何经济负担，包括：

- Debt bondage; /债役
- Financial penalty;/经济处罚
- Fees;/费用
- Theft or forfeiting of wages; and /盗窃或没收工资；以及

- Exploitative piece-rate systems./利用计件工资制度

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

组织应确保与招聘、雇佣和解雇相关的费用不全部或部分由员工承担。

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

组织应确保员工在招聘、雇佣和解雇过程中不受骚扰和恐吓，包括：

- Physical and sexual violence; /身体暴力和性暴力
- Threats to self or others; and /对自己或他人的威胁；以及
- Psychological and emotional violence./心理及情感暴力

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

组织应确保其雇佣条款和条件，包括地点、住房提供、工作时间表等，其他人不会过度孤立工人，并至少确保：

- Reasonable access to transportation to and from all work-related environments; and / 合理使用往返所有工作环境的交通工具；以及
- Reasonable access to channels for private communication. /合理使用私人沟通渠道
- Decent living conditions /体面的生活条件

D3.8 - The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Free and Fair Recruitment, Employment and Termination. This includes:

组织应采用管理体系方法来实现与自由公平招聘、雇佣和解雇相关的原则、应对风险和组织目标。这包括：

- [M1: Leadership Commitment, Involvement and Integration](#);/领导层的承诺，参与及整合
- [M2: Worker Involvement and Integration](#);/员工参与及整合

- [M3: Stakeholder Involvement and Integration](#); /利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#); /识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#); /政策承诺及一致性
- [M6: Objectives, Planning, and Resources](#); /目标，计划和资源
- [M7: Awareness and Implementation](#); /意识和实施
- [M8: Communications and Transparency](#); /沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and /监督和申诉机制；以及
- [M10: Analysis, Review, and Continual Improvement](#). /分析，评估及持续改善

D4: Decent Wages and Hours /体面工资和工时

Principles /原则

- People have the right to be fairly compensated for their time, labor, and other contributions.
人人享有就他们的时间、劳动和其他贡献获得公平补偿的权力。
- People have a right to a decent standard of living that supports health, wellbeing, and participation in social, cultural, religious, family, and community life.
人人享有获得体面的生活水平，以支持健康、福祉和参与社会、文化、宗教、家庭和社区生活的权力。

Criteria / 标准

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

组织应尊重员工获得体面工资和工时的权利。

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

组织应确保遵守与工作时间表、最低工资和最长工作时间有关的所有法律要求。

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

组织应尊重员工通过努力工作、或者至少达到生活工资或生活收入来而享有体面生活水平的权利。

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

组织应尊重员工通过努力工作或实现人员工作计划而享有合理工作时间的权力，至少应限制：

- Regular hours to 48 hours per week;/ 每周正常工作时间 48 小时
- Overtime hours to 12 hours per week; and /每周加班时间 12 小时； 以及
- Overtime to non-regular scenarios./ 非常规情况下的加班

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

组织应确保员工工作时间表，包括工作时间：

- Do not pose health and safety risks; /不构成健康安全风险；
- Include adequate breaks and rest periods; /包括足够的休息和休息时间；
- 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 /每连续工作六天后至少休息一天，除非国家法律、CBA 或国际劳工组织公约允许，或短期业务要求； 以及
- Respect the right of personnel to adequate leave./ 尊重员工有足够休假的权力。

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

组织应确保员工的工作时间表，包括工作时间：

- Support a decent standard of living; /支持体面生活水平；
- Are predictable and convenient to personnel; /可预测且便于员工使用；
- Do not purposefully limit access to organizational or government benefits /不要故意限制获得组织或政府福利

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

如果员工被免除加班费、最高工时和其他要求，组织应确保：

- Compensation supports a decent standard of living; /支持体面生活水准的薪酬；

- Compensation is equivalent to or greater than premium rates for overtime worked;/薪酬等于或高于加班费
- Personnel have reasonable discretion over hours worked; and / 员工对工作时间有合理的自行决定; 以及
- Hours worked do not pose health and safety risks./工作时间不会对健康安全构成风险

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

组织应确保所有加班:

- Is voluntary; /是自愿的;
- Is paid at a premium rate;/是按照加班费支付的
- Meets all applicable [requirements](#) and industry standards; and /符合所有适用要求和行业标准; 以及
- Is not regularly necessary due to inadequate planning or non-payment of living wage or living income. / 不是由于计划不充分或未支付生活工资或生活收入的定期需要。

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

组织应定期、准时并以方便员工的方式提供所有应得的工资和福利。

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.

组织应确保员工定期收到清楚、完整、准确地详细说明工作时间以及应付工资、福利和扣除项的工资单。

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

该组织应确保任何雇佣终止都是公平和透明的, 包括:

- Non-discriminatory in selection; /没有歧视性选项
- Adequate allocation of resources to meet contracts, collective agreements, and applicable laws and regulations;/ 充分分配资源以履行合同、集体协议和适用的法律法规;

- Timely payment of severance, wages, and other compensation; and /及时支付遣散费、工资和其他补偿；以及
- Use of large-scale retrenchment only as a last resort. /仅将大规模裁员作为最后手段

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

如果业务连续性中断，组织应优先考虑遣散费、工资和其他补偿。

D4.13 - The organization shall ensure limited non-disciplinary use of wage deductions.

组织应确保工资扣除的非纪律性使用受到限制。

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:

组织应确保使用计件工资、兼职、季节性雇佣、短期合同、家庭工、非雇佣人员和在家工作的安排：

- Are measured and evidence based;/是经过测量和基于证据的
- Do not contradict the requirements of this standard /不要于本标准的要求相矛盾
- Support the right to a decent standard of living; / 支持享有体面生活水准的权力
- Do not pose health and safety risks; and /不构成健康安全风险；以及
- Are transparent, predictable, and convenient to personnel./ 透明、可预测且便于人员使用

D4.15 - The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Decent Wages and Hours. This includes:

组织应使用管理体系方法来实现原则，应对风险，并实现与体面工资和工时相关的组织目标。这包括：

- [M1: Leadership Commitment, Involvement and Integration](#);/领导层的承诺、参与及整合
- [M2: Worker Involvement and Integration](#);/员工参与及整合
- [M3: Stakeholder Involvement and Integration](#);/利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#);/识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#);/政策承诺和一致性

- [M6: Objectives, Planning, and Resources](#); /目标，计划和资源
- [M7: Awareness and Implementation](#); /意识及实施
- [M8: Communications and Transparency](#); 沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and /监督及申诉机制；以及
- [M10: Analysis, Review, and Continual Improvement](#).分析，评审及持续改善

D5: Freedom from Discrimination/免于歧视

Principles/原则

- People have equal rights to education and employment./人人享有平等的教育和就业的权利。
- People have the right to non-discrimination, equity and inclusivity in educational and employment processes./ 人人享有在教育和就业过程中不受歧视、公平和包容的权力。
- People have the right to psychosocial safety at work./人人享有在工作中获得心理安全的权力。
- People have the right to freedom from any form of unwelcome conduct, including harassment./人人享有免受任何形式的不受欢迎的行为、包括骚扰的权力。

Criteria

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

组织应尊重员工免受歧视的权利。

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:

组织应确保员工在与组织的所有互动中享有平等的机会和机会，不受歧视，包括：

- Hiring and recruitment; / 招募聘用
- Employment and working conditions; / 雇佣及工作条件
- Work placement;/工作安排
- Performance review and feedback; / 绩效评估及反馈
- Training and mentoring; / 培训及指导

- Promotions and opportunities; / 晋升机会
- Grievances; / 申诉
- Wages and benefits, including accommodation, transportation, meals, and others; and / 工资和福利，包括住宿、交通、餐饮等；以及
- Termination and retirement./ 解雇与退休

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

组织应确保员工在工作环境中或同事中不受非欢迎的行为，包括骚扰。

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

组织应采取合理措施来适应人员差异，包括：

- Abilities; / 个人能力
- Religious and customary practices; / 宗教习俗
- Literacy and language levels; / 文化及语言水平
- Personal hygiene needs; and / 个人卫生需求；以及
- Any other needs related to protected characteristics. / 与受保护特性相关的任何其他需求。

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

组织应确保员工不会因与雇佣有关的任何原因而受到侵犯性程序影响，例如：

- “Virginity” tests; / “贞节”测试
- Pregnancy tests; / 孕检
- HIV/AIDS tests; and / 艾滋病检测；以及
- Other medical/bodily tests, inspections, or procedures not relevant to their specific job. / 其他与其特定工作无关的医疗/身体测试、检查或程序。

D5.6 – The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Freedom from Discrimination. This includes:

组织应采用管理体系方法来实现与免于歧视相关的原则、应对风险和组织目标。这包括：

- [M1: Leadership Commitment, Involvement and Integration](#); /领导层的承诺、参与及整合
- [M2: Worker Involvement and Integration](#); /员工参与及整合
- [M3: Stakeholder Involvement and Integration](#); 利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#); /识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#); /政策承诺及一致性
- [M6: Objectives, Planning, and Resources](#); /目标、计划和资源
- [M7: Awareness and Implementation](#); /意识及实施
- [M8: Communications and Transparency](#); 沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and /监督和申诉机制; 以及
- [M10: Analysis, Review, and Continual Improvement](#). 分析、评估及持续改善

D6: Health and Safety/健康和安

Principles/原则

- People have the right to safe and healthy work-related environments. /人人享有安全健康的工作环境的权力。
- People have the right to physical and mental wellbeing./ 人人享有身心健康的权力。

Criteria/标准

D6.1 - The organization shall respect the rights of personnel to health and safety.

组织应尊重员工健康和安全的权利。

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.

组织应指定一名合格的管理者代表，负责确保所有人员的工作环境安全健康，并负责实施本标准的健康和安要求。

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.

组织应定期识别和消除健康和安全危害，并防止不利影响，包括由工作引起、与工作相关或在工作过程中或为支持工作而发生的职业伤害或疾病，包括累积和长期影响。

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

危害识别和影响预防应充分解决危险工作条件，包括但不限于：

- Hazardous materials; /危险材料
- Hazardous equipment, work environment, and/or utilities (e.g., machinery, air quality, electrical, lighting, dust, pathogens, temperature, injury hazards, etc.); and/ 危险设备、工作环境和/或公用设施（如机械、空气质量、电气、照明、灰尘、病原体、温度、伤害危险等）；以及
- Ergonomics. / 人体工程学

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

危害识别和影响预防应充分应对自然和人为灾害和紧急情况，包括但不限于：

- Fire and explosion/implosion; /火灾及爆炸/内爆
- Earthquakes; /地震
- Floods; /洪水
- Drought;/干旱
- Extreme heat; /极端高温
- Other (non-fire) emergency; /其他（非火灾）紧急情况
- Pathogens (communicable diseases); and /病原体（传染病）；以及
- Other foreseeable abnormal or emergency situations./ 其他可预见的异常或紧急情况。

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:

危害识别和影响预防应充分解决可能对人员构成危害的任何和所有其他情况，包括但不限于：

- Structural safety of buildings and facilities;/建筑物和设施的结构安全

- Safe and sanitary conditions (bathrooms, kitchens, housing, etc.); /安全和卫生条件（浴室、厨房、住房等）
- Safety of transportation; and /运输安全； 以及
- Conditions that pose psychosocial risks./ 造成心理社会风险的情况。

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:

为防止残余危害（无法消除的危害）造成的不利影响，组织应建立并定期评估、替换、更新、重新设计、添加或消除现有的：

- Verbal and written policies, procedures, work instructions, signage, software and other media;/口头和书面政策、程序、工作说明、标牌、软件和其他媒体
- Equipment;/设备
- Materials; / 材料
- Products and services; /产品及服务
- Hardware and software; /硬件和软件
- Work-related environments;/工作相关环境
- Staffing and reporting structures; /人员配置和报告机构
- Business models /商业模式
- Sourcing and procurement practices; / 采购及采购实践
- Training and competency programs; and /培训及能力计划； 以及
- Any other aspects of its operations and business relationships, as needed./ 根据需要，其运营和业务关系的任何其他方面。

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.

组织应确保员工了解并持续获取有关实际和潜在健康和安全隐患以及相关政策、程序、角色、责任和权利的信息，包括在未经许可的情况下从迫在眉睫的危险中解脱出来的权利和能力。

D6.9 – The organization shall protect and promote the general health and wellbeing of personnel at work, including:

组织应保护和促进员工的整体健康和福祉，包括：

- Physical;/身体的

- Social; and /社会的； 以及
- Mental health./心理健康

D6.10 - In the event of a work-related injury, the organization shall provide first aid and assist the worker in obtaining follow-up medical treatment.

如果发生工伤，组织应提供急救，并协助员工获得后续医疗。

D6.11 - The organization shall provide personnel with appropriate personal protective equipment, as needed, at its own expense.

组织应根据需要自费为员工提供适当的个人防护装备。

D6.12 - 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.

组织应确保与工作相关的环境（无论是自有、租赁还是与服务提供商签订合同）清洁、安全，并满足用户的基本需求。

D6.13 - The organization shall ensure that employer-provided housing meets minimum standards of national and/or international quality.

组织应确保雇主提供的住宿条件符合国家和/或国际质量的最低标准。

D6.14 - The organization shall provide all personnel reasonable access to:

组织应为所有人员提供合理的使用权限：

- Clean toilet facilities; /干净的卫生间设施
- Potable water;/饮用水
- Suitable spaces for meal breaks;/适合用餐休息的空间
- Sanitary facilities for food storage (where applicable); and /储存食品的卫生设施（如适用）； 以及
- Private spaces for nursing parents (where applicable). / 为哺乳父母提供的私人空间（如适用）。

D6.15 - The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Health & Safety. This includes:

组织应使用管理体系方法来实现原则，应对风险，并实现与健康与安全相关的组织目标。这包括：

- [M1: Leadership Commitment, Involvement and Integration](#);/领导层的承诺、参与及整合
- [M2: Worker Involvement and Integration](#);/员工参与及整合
- [M3: Stakeholder Involvement and Integration](#);/利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#);/识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#);/政策承诺及一致性
- [M6: Objectives, Planning, and Resources](#);/目标、计划和资源
- [M7: Awareness and Implementation](#);/意识及实施
- [M8: Communications and Transparency](#);/沟通和透明度
- [M9: Monitoring and Grievance Mechanisms](#); and/ 监督及申诉机制；以及
- [M10: Analysis, Review, and Continual Improvement](#)./分析、评审及持续改善

D7: Privacy/隐私

Principles/原则

- People have the right to a reasonable expectation of privacy in their personal lives and in work-related environments. /人人享有在个人生活和工作环境中合理地期望隐私的权力
- People have the right to be aware of and understand how their personal data is used./人人享有了解和理解他们个人数据是如何被使用的权力。
- People have the right to a reasonable degree of control over their personal data./人人享有对其个人数据进行合理程度控制的权力。

Criteria

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

组织应尊重员工的隐私权。

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

组织应尽量减少收集的数据类型和数量，以加强对员工隐私的保护。

D7.3 - The organization shall ensure that processing or collection of personal data of personnel:

组织应确保处理或收集人员的个人数据:

- Are done only for reasons directly relevant to the personnel's work and/or services; / 仅出于与员工工作和/或服务直接相关的原因;
- Are used only for the purposes for which they were originally collected;/ 仅用于最初收集的目的;
- Are done in a manner that respects the personal autonomy of personnel;/ 以尊重员工个人自主权的方式进行;
- Is used on a limited basis when making decisions on employment, promotion, or termination; and /在做出雇佣、晋升或终止雇佣关系的决定时, 仅在有限的基础上使用; 以及
- Are used in a non-discriminatory manner./以非歧视的方式使用。

D7.4 - The organization 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.

组织确保员工了解并能够持续访问有关个人数据收集和使用的信息以及相关政策、程序、角色、责任和权利, 包括在适用的情况下拒绝或限制收集和使用信息的权利。

D7.5 - The organization shall use a management systems approach to fulfil the principles, address the risks, and meet the organizational objectives associated with Privacy. This includes:

组织应使用管理体系方法来实现原则, 应对风险, 并实现与隐私相关的组织目标。这包括:

- [M1: Leadership Commitment, Involvement and Integration](#);/领导层的承诺、参与及整合
- [M2: Worker Involvement and Integration](#);/员工参与及整合
- [M3: Stakeholder Involvement and Integration](#);/利益相关方的参与及整合
- [M4: Identifying and Assessing Risk and Context](#);/识别和评估风险及背景
- [M5: Policy Commitment and Coherence](#);/政策承诺及一致性
- [M6: Objectives, Planning, and Resources](#);/目标、计划和资源
- [M7: Awareness and Implementation](#);/意识及实施
- [M8: Communications and Transparency](#);/沟通及透明度
- [M9: Monitoring and Grievance Mechanisms](#); and/ 监督及申诉机制; 以及

- [M10: Analysis, Review, and Continual Improvement.](#)/分析、评审及持续改善