

Social Criteria - Textile Standards

SSCT ID	Criteria Name	Criteria Question	Guidance	Degree of Intensity
Social & Cultural Rights and Community Engagement				
General Query: Impact and Communication (not part of scoring)				
GQ03	Social Impact Assessment	Does the standard require a social impact assessment?	Social impact assessment includes the processes of analyzing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions and any social change processes invoked by those interventions. SIAs can be done jointly with an environmental impact assessment (ESIA)	
GQ05	Human Rights Impact Assessment (HRIA)	Does the standard include criteria on assessing the impacts of operations on human rights?	This refers to having an ongoing process in place to identify adverse human rights impacts that the business enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships, e.g. OECD Due Diligence Guidance or the UN "Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework".	
Social and Cultural Rights				
Local Economic Development				
HR07	Local Purchasing	Does the standard include criteria relating to a preference to purchase local materials, goods, products and services?	Local purchasing is a preference to buy goods and services from a geographically defined area over those produced farther away, or from locally owned businesses. Availability of these goods and services must of course be given. The objective of local purchasing is to increase local wealth creation by strengthening local suppliers of products and services that are used by the producer - if locally available in the required quality and quantity.	
HR08	Local Hiring	Does the standard include criteria relating to hiring workers from local communities?	Local hiring is a preference to use locally or regionally available labour rather than importing labour in order to save costs. Explicit reference needed to pass criterion	
HR09	Community investment	Does the standard include criteria on investment in community development beyond the business' operations?	Standard includes criteria related to the active (philanthropic) support of community development including, among others, education, health, and sanitation . For agricultural standards, the term "business" includes "farms"/ "plantations". For IT products: The criterion is particularly relevant in the phase of resource extraction.	
HR10	Community Access to Livelihoods	Does the standard include criteria on not adversely affecting local communities and neighboring small producers access to livelihoods (especially land and water)?	Community access to livelihood means access to land, housing, aquatic resources and transport. This includes respecting third parties' legal or customary rights on land and other resources. The main difference to the FPIC criterion is that no proactive involvement of local communities in the decision-making process is required. For IT products: The criterion is particularly relevant in the phase of resource extraction.	
Community Rights				
HR12	Community grievance	Does the standard include criteria on dispute resolution mechanisms for affected communities?	Non-judicial system for reporting, assessing and addressing complaints and claims by affected parties in the region where the economic activity is taking place. The criterion explicitly asks for mechanisms that can be used by the local communities, not by workers (see separate criterion on workers grievance mechanisms). For IT products: The criterion is particularly relevant in the phase of resource extraction.	grievance mechanism +compensation mechanism
HR13	Socio-cultural sites	Does the standard include criteria on the protection of local historical, archaeological, cultural, and spiritual properties and sites?	"sites" in this context mean sites that are publicly (legally) protected as well as sites of customary use/ belief on private property	protect + do not impede access

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Labour Rights and Working Conditions				
Comply with and Promote Basic Labour Rights				
Freedom of Association and Collective Bargaining				
LR16	Freedom of Association	Does the standard include criteria on freedom of association and the right to organize as described in ILO 87?	According to ILO Convention 87, workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation (art 2). Where restricted under law, other means of workers voice and representation (e.g. worker committees) must be allowed.	
LR17	Collective Bargaining	Does the standard include criteria on the right to collective bargaining, as laid down by ILO 98?	This criterion refers to the right for the group to take collective action to pursue the interests of the group without fear of discrimination or retaliation.	
LR18	Workers Representation Where Restricted by Law	Does the standard include criteria on the formation of workers representations where freedom of association is restricted by law?	Standards that have requirements to facilitate parallel means to the right to freedom of association in countries which have not ratified ILO 87 or 98 and/or national laws prohibit or impair organizing for the furthering and defending the interests of workers or employees, will be captured by this criterion.	allow promote
LR03	Worker Grievances	Does the standard include criteria on worker grievance mechanisms?	Policy and processes under which all workers can voice grievances (also anonymously)	
Voluntary Labour				
LR13	Forced labour	Does the standard prohibit forced and compulsory labour as defined in ILO 29?	This includes any types of forced and compulsory labour, as defined in ILO 29, including bonded labour and slavery. Two elements characterise forced or compulsory labour: Threat of penalty and work or service undertaken involuntarily. This said, measures that prevent employees from ending their employment, such as withholding of payment, deposits and loans or withholding of papers and identification documents, are not allowed but are not sufficient alone to fully comply with the criterion.	
LR13 NEU	Forced labour	[no modifications] Does the standard prohibit forced and compulsory labour as defined in ILO 29?	This includes any types of forced and compulsory labour, as defined in ILO 29, including bonded labour and slavery. Two elements characterise forced or compulsory labour: - Threat of penalty, and - Work or service undertaken involuntarily This said: - Measures that prevent employees from ending their employment, such as withholding of papers and identification documents, and - Restrictions on freedom of movement or to leave the workplace at any time are not allowed but are not sufficient alone to fully comply with the criterion.	
LR37	Freedom of Movement	Does the standard include criteria on the freedom of movement of employees?	Employees must have the right to leave the premises of their employer after the end of their regular workday.	
LR15	Withholding of Papers	Does the standard prohibit the withholding of workers' documents?	Withholding of worker documents (ID, passports, etc.) for punitive purposes or forced labour	

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Child Labour			
LR04	Minimum Age/ ILO 138	Does the standard include criteria on the prohibition of child labour as defined under ILO 138?	<p>Only standards that include the requirements (including exceptions) set out by ILO convention 138 with regards to minimum age will be recognized. These are: General minimum age for admission to employment or work is set at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.</p> <p>In cases where the ILO norm and national law differ, the stricter rule shall apply.</p> <p>For agriculture standards: Where children work on their family's farm, Article 32(1) of the Convention on the Rights of the Child (1989) needs to be respected, making sure that children are "protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or</p>
LR05	Worst forms child labour/ ILO 182	Does the standard cover requirements on the prevention of worst forms of child labour as defined under ILO 182?	<p>Worst forms of child labour comprises:</p> <p>(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;</p> <p>(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;</p> <p>(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;</p> <p>(d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.</p>
LR05 NEU	Worst forms of child labour / ILO 182	<p>[no modifications]</p> <p>Does the standard cover requirements on the prevention of worst forms of child labour as defined under ILO 182?</p>	<p>Worst forms of child labour comprises:</p> <p>(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;</p> <p>(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;</p> <p>(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;</p> <p>(d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.</p> <p>If criterion Minimum Age / ILO 138 (LR04) is positively covered, this criterion should also be answered with "yes".</p>
LR06	Assistance to replaced child workers	Does the standard require that assistance be provided to replaced child workers?	Any mechanism (financial or training) to assist child workers whose work at a farm or associated packing/ processing enterprise or any other production site covered by this standard is ceased in order to cover any financial loss for them and their families designed to prevent them from starting another job.
LR07	Age Verification	Does the standard require verification and documentation of age of (young) workers?	Any system of identification to verify the age of employees prior to them starting work, and to keep records of the verifications.
LR34	Young Workers	Does the standard include criteria on special treatment of young workers?	<p>Young workers are workers who have reached the legal working age but are under the age of 18 (again, if country legislation is stricter, this applies)</p> <p>Any system to identify young workers and ensure that all legal regulations on the special treatment of young workers are adhered to (e.g. regarding working time, remuneration, heavy/dangerous work).</p>

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Gender				
HR22	No gender discrimination	Does the standard include criteria on having policies and/ or processes in place that prevent discrimination of women and men in the workplace?	Gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man. This criterion goes beyond a general non-discrimination clause and or legal compliance. It explicitly refers to having policies and/ or processes in place that prevent discrimination of women in the workplace (i.e. hiring, firing, access to training, promotion, terms and conditions of work (excluding compensation), termination, retirement, representation in workers association, representation in higher management)	
HR21	Equal Remuneration/ ILO 100	Does the standard address the payment of equal wages as defined in ILO 100?	Equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex (ILO 100 Art 1)	
HR21 NEU	Equal remuneration	Does the standard address the payment of equal wages?	To achieve Partial Compliance , the standard must address the following measures to promote equal remuneration: <ul style="list-style-type: none"> - Promoting awareness of the gender pay gap - Broadening knowledge of the equal pay - equal value principle - Develop workplace policies, including job evaluation methods - Provide trainers with information and examples for awareness raising and capacity building The aforementioned are not sufficient alone to fully comply with the criterion. To achieve Full Compliance , equal remuneration for men and women workers for work of equal value without discrimination based on sex must be guaranteed. (ILO 100 Art 1)	1. Partial Compliance 2. Full Compliance
HR23	Maternity Leave	Does the standard include criteria on the right to maternity leave (as defined in ILO 183)?	The criterion refers to compliance with the ILO Convention 183, which specifies maternity leave as including: minimum 14 weeks 6 weeks after birth compulsory right to prenatal leave in case of (risk of) complications or illness Cash benefits shall be at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living (min. 2/3 or previous earnings) medical benefits (where not provided by the state) prohibition to terminate work due to pregnancy right to return to equal or equally paid position prohibition to ask for pregnancy test before hiring right to breaks to breast-feed, counted as working time	partial compliance full compliance beyond 183
HR23 NEU	Maternity protection	Does the standard include criteria on the right to maternity protection?	The criterion refers to compliance with national law and provisions of ILO 183 (In cases where ILO norm and national law differ, the stricter rule shall apply). To achieve Partial Compliance adhere to national law in regards to maternity leave, health protection, employment protection, non-discrimination and benefits. Particularly the following: <ul style="list-style-type: none"> - Maternity leave of at least minimum as stated by National Law - Women are not obliged to perform work of significant risk to the health of the mother or the child To achieve Full Compliance follow all provisions of ILO 183.	1. Partial compliance 2. Full compliance to 183
Non-Discrimination				
HR19	Non-Discrimination	Does the standard include criteria on the non-discrimination in the workplace, as defined in ILO 111?	This refers to any discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation (incl. access to vocational training, access to employment and to particular occupations, and terms and conditions of employment).	
HR19 NEU	Non-Discrimination	[no modifications] Does the standard include criteria on the non-discrimination in the workplace, as defined in ILO 111?	This refers to any discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation (incl. access to vocational training, access to employment and to particular occupations, equal opportunities in recruitment process, equal access to promotions within the company).	
HR20	Persons with Disabilities	Does the standard include criteria on the non-discrimination of persons with disabilities?	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.	

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Working Hours				
LR19	Working Hours	Does the standard include criteria on working hours, as defined in ILO Convention 1?	The ILO specifications on working hours differ from sector to sector. For industrial work, the specifications of ILO Convention 1 should be used as Guidance. These include: 1) normal maximum working hours excluding overtime < 48h/ week; 2) one day off every 6 days; 3) overtime is voluntary and paid/ compensated with a rate of at least 125% of the regular wage. All of these provisions should be met by the standard. For agriculture and forestry, the provisions in ILO 184 Art. 19.2 should be used for guidance.	
LR19 NEU	Working Hours	[no modifications] Does the standard include criteria on working hours, as defined in ILO Convention 1?	The ILO specifications on working hours differ from sector to sector. For industrial work, the specifications of ILO Convention 1 should be used as Guidance. These include: 1) normal maximum working hours excluding overtime < 48h/ week; 2) one day off every 6 days; 3) overtime is voluntary and paid/ compensated with a rate of at least 125% of the regular wage. All of these provisions should be met by the standard. For agriculture and forestry, the provisions in ILO 184 Art. 19.2 should be used for guidance. The standard should meet the aforementioned ILO 1 provisions; in cases where the ILO norm and national law differ, the stricter rule shall apply.	
Wages and Benefits				
LR08	Living wage	Does the standard require paying wages sufficient to meet basic needs of the worker and his or her family (living wage)?	Living wage is defined by the wage that can meet the basic needs to maintain a safe, decent standard of living within the community. Basic needs include housing, nutrition, transport, health care and savings. Currently, there is no internationally accepted way of calculating or defining a living wage. This criterion therefore rather looks at a standards intention to pay wages that are enough to pay for a decent standard of living and recognizes those standards that use and thereby actively promote the living wage concept. Explicit reference needed. It needs to be ensured that a living wage is not only granted on paper but that it is effectively paid. This means that i.e. no fees are levied that have the purpose to reduce the actual payment and are used as an indirect way to transfer money back to the employer (German: "Lohnsicherung").	
LR09	Legal Minimum Wage	Does the standard require paying legal minimum wages and social benefits?	Minimum wage must meet at least legal or industry standard (if higher). Social benefits are provided to employees at least according to national law. It needs to be ensured that the minimum wage is not only granted on paper but that it is effectively paid. This means that i.e. no fees are levied that have the purpose to reduce the actual payment and are used as an indirect way to transfer money back to the employer (German: "Lohnsicherung") Social benefits include insurance payments to employees including: unemployment, pension, medical and job related accident insurance If the standard requires payment of living wage (which usually is higher than the legal minimum wage), this criterion should be answered with "yes". References to ILO Convention 026 and 121 can also be counted for this criterion.	
LR09 NEU	Legal Minimum Wage	Does the standard require paying legal minimum wages?	Minimum wage must meet at least legal or industry standard (if higher). By no means, employer can deduct salary from workers, e.g.: - Fees are levied to reduce the actual payment - Fees are used as an indirect way to transfer money back to the employer (German: "Lohnsicherung") The aforementioned are not allowed but are not sufficient alone to fully comply with the criterion. If the standard requires payment of living wage (which usually is higher than the legal minimum wage), this criterion should be answered with "yes".	
LR10	Paid Overtime	Does the standard require compensating overtime?	If a standard does have requirements on paid overtime, it also needs to specify how it defines regular working hours. Overtime should be paid at least according to national law or sector agreements.	
LR11	Paid Leave	Does the standard require paid leave?	This includes casual, sick and annual leave as provided by national law (see Degree of Intensity). The number of days of leave should be at least compliant with national legislation, but no less than three weeks (as specified in ILO 132). Paid annual leave shall not be exchanged for financial compensation.	one out of three (casual/ sick/ annual) two out of three all
LR12	Form of Payment	Does the standard require wages being paid in a timely, regular and convenient manner understood by all employees?	Requirements include regularly scheduled payments known and agreed to by the employee and in a form agreed to with the employee. The standard should require documentation.	yes, some yes, all

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Scope of Labour Rights			
LR01	Scope of Workers Rights	Do worker's rights and benefits set out by the standard apply to all forms of work?	Do all the benefits apply to all kind of workers including atypical forms of work like part-time, seasonal, migrant, temporary, piece-rate, home work, etc. or only to some of these? (please note that not all forms of atypical employment mentioned above are relevant for all sectors) The question aims to assess whether a standard makes sure that production facilities do not make use of methods such as labour-only contracting, home working, false apprenticeship schemes where there is no real intent to impart skills or repeated fixed term contracts in order to avoid their obligations to workers. Not applicable for family members of a family-run business.
LR02	Sub-contractors	Do the standard's rights and benefits for workers also apply to sub-contracted labour?	Subcontracting refers to outsourced or sub-contracted labour from employment agencies as opposed to a formal employee relationship with formal rights and protections. These sub-contracted workers need to be granted the same rights as formal employees and producers shall not use sub-contracted labour to avoid their obligations. Though placed under the topic Labour Rights, this includes benefits and rights of other sections (e.g. health and safety), too
LR20	Labour Contracts	Does the standard include criteria on the establishment of labour contracts compliant with national legal requirements?	Every worker (also temporary, seasonal part-time) should have a contract. Employment contracts shall be documented, and in a language that the worker can understand (for example through directly reading it or having it read to them).
Labour Rights Management			
LR38	Labour rights management	Does the standard include requirements on setting up policies or procedures to manage basic labour rights in the workplace?	This refers to having a system in place to identify risks and assess compliance with relevant regulations and requirements regarding basic labour rights, and implement corrective actions where needed.
Ensure and Enhance Health and Safety for Workers			
Harassment and Abuse			
LR14	Harassment and abuse	Does the standard prohibit harassment or abuse of workers?	Bullying, harassment and abuse include physical violence, sexual harassment, intimidation, coercion, etc. This includes physical punishment as a means to discipline workers.
LR14 NEU	Harassment and abuse	[no modifications] Does the standard prohibit harassment or abuse of workers?	The standard prohibits all forms of physical or verbal abuse, intimidation, sexual harassment and abusive punishments or discipline. Verbal, physical or sexual harassment occurs frequently in the textile and ready-made-garment sector due to time pressure to meet deadlines. Harassment and physical abuse shall not be tolerated by the standard setting organisation

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Workers Health				
LR39	ILO 155	Does the standard include criteria on occupational health and safety, as defined in ILO 155?	For exact provisions of ILO C155, see section IV: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312300 Please indicate by choosing the appropriate DoI, if all of the specifications are met.	partial compliance with ILO 155 full compliance with ILO 155
LR39 NEU	Occupational health and safety	[no modifications] Does the standard include criteria on occupational health and safety, as defined in ILO 155?	The standard follows provisions of ILO 155, particularly section IV. This said, to achieve Partial Compliance, the following must be addressed: - Workplaces, machinery, equipment are safe and without risk to health - Chemical, physical and biological substances and agents are without risk to health when appropriate measures are taken - Employers shall provide adequate protective clothing and personal protective equipment (PPE) - Provide measures to deal with emergencies and accidents, including adequate first-aid arrangements - Workers and their representatives are given appropriate training in occupational safety and health The aforementioned are not sufficient alone to fully comply with the criterion.	1. Partial compliance 2. Full compliance
LR25	Workplace Conditions	Does the standard include requirements on workplace conditions?	This includes requirements on space, maximum temperature, ventilation, noise level, proper lighting and ergonomics.	yes, some yes, all
LR25 NEU	Workplace conditions	[no modifications] Does the standard include requirements on workplace conditions?	This includes requirements on proper lighting, maximum temperature, adequate ventilation and air circulation, noise levels and ergonomics.	[no modifications] 1. Yes, some 2. Yes, all
LR26	OHS Management System	Does the standard require policies and procedures to manage health and safety in the workplace?	This includes requirements on having a policy, regulation or mechanism in place to detect and eliminate unsafe conditions and respond to cases of emergencies.	
Medical Services				
LR27	Basic Medical Services	Does the standard include criteria on the access to basic medical services for workers?	This includes both access to on site medical services for workers as well as transport to offsite medical services for work related issues	only treatment of acute work-related accidents/ illness work-related accidents plus preventative care
LR29	Medical Costs	Does the standard require compensation payments/ covering of costs in case of work related accidents and injuries?	Reference to applicable schemes run by bodies other than the farm or the company should be accepted (e.g. national insurance schemes).	partial coverage of costs full coverage of costs compensation
Sanitation				
LR30	Potable water	Does the standard require that workers have access to safe drinking water?	Drinking water is water that is safe for human consumption (and can be used for domestic purposes, drinking, cooking and personal hygiene).	
LR31	Improved Sanitation Facilities	Does the standard require access to clean and improved sanitation facilities?	This includes sanitation facilities, such as showers but also improved sanitation facilities, which ensure hygienic separation of human excreta from human contact (This includes: flush or pour-flush toilet/latrine to piped sewer system, septic tank or pit latrine; Ventilated improved pit (VIP) latrine, Pit latrine with slab, Composting toilet)	
Building and Fire Safety				
LR32	Building and construction safety	Does the standard include criteria on building safety?	This includes criteria on safe building structure and electrical installations (e.g. isolation of cables), fire-preparedness (e.g. fire extinguishers), availability or accessibility of emergency exits and escape routes. In the case of leather production, this refers mainly to illegal building practices of i.e. backyard tanneries, wastewater treatment plants or sewage sludge basins.	
LR32 NEU	Building and construction safety	[no modifications] Does the standard include criteria on building safety?	This includes criteria on: -Safe building structure -Electrical installations (e.g. isolation of cables) -Fire-preparedness, on the availability and accessibility of firefighting equipment (e.g. fire extinguishers, fire hoses) -Availability or accessibility of emergency exits and escape routes and the implementation of evacuation drills	
LR33	Fire preparedness	Does the standard cover fire-preparedness?	This includes criteria e.g. on the availability and accessibility of fire-fighting equipment (e.g. fire-extinguishers, fire hoses):	
LR40	Evacuation-Safety	Does the standard include criteria on evacuation safety?	This includes criteria on the availability and accessibility of emergency exits and escape routes, and the implementation of evacuation drills	

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Business Practice and Ethical Issues				
Promote Economic Development and Fair Business Practice				
Economic Sustainability				
EC01	Training for Workers	Does the standard include criteria on the provision of professional training for workers?	Refers to training that imparts skills and knowledge for personal development and career advancement.	
EC02	Business Viability	Does the standard include criteria on business viability?	Business Viability refers to the ability of the enterprise to continuing operating long term - i.e. providing stability, secure jobs and a long term perspective for employees	
EC03	Continuous Improvement	Does the standard include criteria on management plans for continuous improvement?		
EC04	Productivity	Does the standard include criteria on improving productivity?	Productivity covers the economic output per unit of input. An increase in productivity must not go along with a reduction of workers' wellbeing. For agricultural standards, primary productivity focus should be placed on physical outputs, or rations of outputs to inputs (e.g. kg of crop per unit area, or kg of crop per unit kg of fertilizer applied).	
Legality				
EC06	Business Legality	Does the standard include criteria on business legality?	The producer is a legally defined and registered entity. This includes owning a license to operate in the given area (esp. Forestry and agriculture)	
GQ01	Legal compliance / country legislation	Does the standard include a requirement for compliance with relevant local, regional and national laws and regulations?	Standard requires a process by which an organisation ensures that it observes and complies with the external statutory laws and regulations.	
Responsible Sourcing Practices				
EC08	Fair Pricing	Does the standard include criteria on fair prices or price premiums?	Fair pricing enables employers to receive a fair price for their commodities, allowing them to pay higher wages, preferably living wages. A fair price is a fixed minimum price that is paid for a certain product and which is agreed upon by representatives of producer organizations. Price Premium refers to a sum of money paid on top of the agreed price and is to be invested in social, environmental or economic development projects.	
EC07	Input Suppliers	Does the standard's rights and benefits for workers also apply to input suppliers?	Input supplier refers to a factory/company which supplies the producer with materials needed for the final product (e.g. depending on the sector - raw materials, fabric, packaging, seeds, fertilizer).	
EC09	Delivery Times	Does the standard include criteria on reducing time pressure for suppliers?	Time pressure can be caused e.g. by shortly announced changes in production by the buyer, combined with no allowances for later delivery. Such practices often result in (unpaid) overtime work. In order to reduce the pressure on suppliers buyers should have a policy/ procedure in place to monitor and adjust their purchasing practices.	
Prohibit Corruption and Bribery				
Corruption and Bribery				
EC11	General Principle: Corruption & Bribery	Does the standard include criteria on the prevention of corruption and bribery?	Any principle, policy or measure that explicitly aims at preventing or diminishing corruption and/ or bribery.	
EC12	Corruption Due Diligence	Does the standard include criteria on conducting a due diligence assessment of business partners, including subsidiaries and contractors?	Due diligence assessment includes the policies and procedures to undertake an evaluation of business partners with respect to risks of corruption and/or violations	
EC13	Anti-Corruption Training	Does the standard include criteria on training workers in positions of responsibility workers on issues of corruption and bribery?	Positions of responsibility are those in which the individual can direct the work of others, make employment decisions, make decisions on purchase or sale of product, or handles money.	
58	# of criteria			