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Robust Labour Management Policies & Procedures

For the following criterion, please check the best practices you have implemented and discussed in your COP.

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour

☒ Reflection on the relevance of the labour principles for the company ⓘ

☒ Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners

☒ Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation ⓘ

☐ Other established or emerging best practices ⓘ

☐ Structural engagement with a global union, possibly via a Global Framework Agreement

☐ Participation and leadership by employers’ organizations (international and national) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).

☐ Written company policy to obey national labour law, respect principles of relevant international labour standards in worldwide company operations and engage in dialogue with representative organization of the workers (international, sectoral, national).

☐ Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies ⓘ

☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 7: The COP describes effective management systems to integrate the labour principles

☒ Other established or emerging best practices ⓘ

1. Continuous enhancement with our capacity-building tools, procedures and resources to raise labour performance.

2. Ongoing engagement with stakeholders including customers and suppliers in industry initiatives.

☐ Active engagement with suppliers to address labour-related challenges

☒ Risk and impact assessments in the area of labour

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☒ Allocation of responsibilities and accountability within the organization

☒ Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the representative organization of workers

☐ Internal awareness-raising and training on the labour principles for management and employees

☐ Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards

☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration

☒ System to track and measure performance based on standardized performance metrics

☒ Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards

☒ Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices

☐ Other established or emerging best practices ⓘ

☐ Outcomes of integration of the Labour principles ⓘ

☐ Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future

☐ Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff ⓘ