



# GEEIS-SDGs TROPHY

## To Change the world with women

### Presentation

Arborus creates a "special AWARD" GEEIS-SDG, which combines the topic of gender equality between women and men at work, Objective 5, to other SDGs to demonstrate the inseparable link between social and societal progress, safeguarding of the planet and peace in the world.

Indeed, Arborus since its creation in 1995, by Cristina LUNGHI, has a very strong philosophy about the issue of gender equality.

We are convinced, that we need to change paradigm to have a more equilibrate society. The basis of this change is a strong empowerment for women to built an real equality between women and men.

This is why we have created an European and International standard, the GEEIS, to guide, structure and evaluate the gender equality and inclusion policy of companies.

Thus the companies holding the GEEIS offer the guarantee to respect not only the local law on gender equality but to go beyond it by equal processes and good practices.

These companies, pioneers on the issues of equality between women and men (SDG 5), with which Arborus works, both locally and internationally, know that their performance is based on their human capital made by women and men, and, for this human capital can to flourish, it is necessary to evolve in a world of freedom and peace (SDG 16)



The objective 16 "peace, justice and strong institution" can not be approached as such by the private sector, but is with the objective 5 to which it is intimately linked, the guiding principle of all the actions undertaken in which they will give place at the presentation of the GEEIS-SDG trophy.

To have equality, we need first to eradicate women's violences, poverty, and help to transformative actions, for their autonomization and dignity, in an environment of peace. This is the only way to change the face of the world. Women's Rights developed by European institutions and the United Nations are the foundations of a new society that values a new growth model.

So, because we are sure, that without gender equality, nothing right is possible and so, that gender equality is the first step for every progress.

But in the same time, we are very aware that our planet is in danger.

The GEEIS is not only a tool that guides companies in their equal opportunities policy, but it conveys a positive, forward-looking message, to build together, a better world, respectful of women and men as well as planet, to prepare a world of peace for future generations. So, the empowerment of women is necessary to achieve sustainable and inclusive development.

This standard carries the image and the fundamental values from which they come, and also the SDGs, which are an integral part of today's business thinking.

This is why we are fully integrated in the objectives of G7, G20 and Beijing + 25 on sustainable development « with and by women ».



So, the next step we want to take today is to integrate SDGs into this standard as an additional tool for success in the face of the 2030 challenges.

In order to achieve this objective, it is therefore necessary to adopt a global vision, which includes all the SDGs of the United Nations.

This is the reason for the launch of this first edition of the GEEIS-SDGs, which aims to demonstrate that gender equality is the central pillar of all other actions in favor of sustainable development.

So GEEIS-SDG , which is therefore in line with Goal 5 of the SDGs, will integrate some of the SDGs : objective 1, 2, 4 or 8 in particular.

The GEEIS provides a method for the overall implementation of equality. It also allows to belong to a community, that of Arborus in order to create a global culture of equality.

Gender Equality European & International Standard has been awarded to Bureau Veritas.

The aim of the GEEIS-SDG TROPHY is to highlight the actions taken by companies committed in gender equality and certified GEEIS in connection with one or more SDGs. Thus this TROPHY will recognize the impact of equality between women and men on the SDGs.

This TROPHY will be an opportunity to raise the awareness of private and public decision-makers and a wider audience, on the major challenge of making gender equality the central pillar of any systemic and strategic approach.

## Trophy referential



The GEEIS-SDGs TROPHY company endorses the general framework of the SDGs, including its Goal 5, which aims to make equality between women and men, the cross-cutting active principal and the major factor of sustainable changes.

Companies certified by Bureau Veritas with the GEEIS on the highest global standards on professional equality, reiterates its commitment within the Global Compact, UNWomen and WEP and subscribes to the goal of UN Women "Turning Promises into Actions ».

The company, candidate to this TROPHY, decides to commit to the implementation of SDGs, targeting one of the Objectives 1, 2 , 4 or 8.

The company implements programs with high impact on the economic and social transformation, specifically on the promotion of gender equality.

## **The conditions to be candidate to the GEEIS-SDGs TROPHY**



- The company candidate to the SDGs-GEEIS TROPHY, is certified GEEIS and have therefore been audited by Bureau Veritas Certification on Objective 5 of the United Nations.

- The company choose among objectives 1, 2, 4 or 8 of the SDGs, one or more actions, that allow the implementation of actions to promote gender equality, in relation to the fight against poverty, the granting of work decent, participation in the economic development or the fight against inequalities.

For each of these objectives, specific criteria applicable to the business world were selected on the basis of the "sdgs-business-reporting-analysis" conducted by the Global Compact. The company adheres to all the international standards which concern the objective 13.

- **For Goal 1** : The company ensures that the program aims to increase women's access to formal employment and enables them to access a fair and sustainable income level.

- **For Goal 2** : The company recognizes the major role of women in food, natural resource management and agriculture. Its program for equality strengthens the position of women in production, their professionalization. It guarantees the transformation and marketing of these food products in respect of the environment.

- **For Goal 4** : The company provides actions enabling young girls and women to have access to education or vocational training to gain access to employment. A specific focus will be on the gender balanced jobs.

- **For Goal 8** : The company places particular emphasis on external or internal violence and on its role in their prevention and resolution (which is one of the criteria of the GEEIS).

It will also focus on digital transition and the preservation of employment or job creation for women in particular.



- For each of the selected indicators, these KPIs must be completed to be benchmarked :
  - Number of women and men involved in the project / action / measure / process/ program
  - Progression observed if possible to quantify in number of Women and Men
  - Time required for setting up and obtaining results
  - Cost of the project / action / measure / process/ program

## **Application form SDGs-GEEIS TROPHY**



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**Company name**

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Name of the contact person

Tel : +

Email :

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**Description of the action** **General objective**

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Name of the action

SDGs concerned

Périmètre of the action  
(country /region)

Target audience W/M

summary of the action (max 10 lines)

Expected results

Results obtained

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**Submit your project**

Download the PPT for your presentation at the jury.

## ANNEXE



## **GEEIS-SDGs is the main indicator for sustainable change**

*These indicators extracted from the Global Compact document « Business Reporting on SDGs » serve as a support to help for the evaluation of the programs carried out by the companies which make the link between gender equality and the following SDGs.*

***It is not mandatory.***

## **GEEIS-SDGs is the main indicator for sustainable change**

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### **GEEIS & OBJECTIF 1 NO POVERTY**

**Specific actions for women will be described linked with GEEIS**

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EVALUATION by Goal

POSSIBLE RELEVANT BUSINESS ACTIONS TO HELP ACHIEVE THIS TARGET PLEASE CHOOSE ONE OR MORE TARGETS. KPI



Target 1.2

By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions



- Creating employment opportunities and promoting job security, including the provision of decent work, respecting labor rights, improving skills and paying a living wage that allow employees a path out of poverty, in business' own operations and in the supply chain.
- Paying employees at a minimum the living wage, taking into consideration the needs of workers and their families, the general level of wages in the country, the cost of living, social security benefits, and the relative living standards of other social groups. Paying wages which allow parents to provide for their children, thereby reducing the number of children in poverty, and, theoretically, contributing to the reduction of child labor internationally.
- Putting in place internal policies for employees with dependents to enable them to adequately fulfill their roles as caregivers, such as allowing flexible working hours and parental leave.
- Ensuring equal access to company resources, including financial resources and training, for all employees.
- Providing safe and friendly working conditions for women and equal pay for work of equal value.

Business Theme	Available Business Disclosures	Units	Units
Earnings, wages and benefits	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	Ratio of	
	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	N/A	
	Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	\$ currency	
	Average yearly income of smallholders and/or MSMEs (of those interviewed) (m/w).	\$ currency	
	The average yearly income of smallholders and/or MSMEs earned through their participation in the value chain (of those interviewed) (m/w).	%	
	Average wage of workers (disaggregate data by gender (m/w), type of contract, e.g., permanent, contractual or piece-rate, and report difference between low and high season for temporary workers).	\$ currency	
	Compare (i) with both the minimum wage as well as a living wage (m/w).	%	
	General trend of earnings in recent years in comparison to cost of living (i.e. is it improving, falling, or stable?).	N/A	
	Range of company benefits for permanent vs. part-time contractual workers – in low and high seasons.	%	



## Target 1.2

- Including economically disadvantaged and marginalized/underrepresented persons in their value chain as producers and entrepreneurs.
- Developing adequate, affordable and accessible goods, services and livelihood opportunities for people living in poverty and within low income communities.
- Using the business' influence to ensure suppliers and any other business partners respect human rights, embedding this in supplier codes of conduct. Assessing adverse human rights impacts of suppliers. Building remediation mechanisms for noncompliant suppliers, engaging in capacity building and providing incentives for suppliers to improve their performance.
- Supporting suppliers and business partners in respecting human rights and meeting sustainability criteria and considering termination of relationships where suppliers or business partners fail to meet their own responsibilities to respect human rights.
- Taking steps to identify and disclose salient human rights risks across the supply chains and regularly reporting trends over time. Basing supply chain engagements on rigorous human rights impact assessments, making them public and involving relevant local stakeholders such as trade unions and women's rights organizations.
- Ensuring that no slavery or forced or bonded labor is undertaken within their operations or

	Range of company benefits for full time vs. part time workers (along the value chain).	%
	Where it exists and when workers are entitled to it, are they systematically registered for social security?	N/A
	Estimated proportion of workers (m/w) along the value chain who have other jobs to sustain their livelihoods.	%
	Do major employers along the value chain and the wider Company system negotiate wage and benefits standards through collective agreement?	N/A
	If the Company system engages with or influences trade groups, MSIs/SIs, local/national/international authorities on issues concerning the living wage and workers' rights, explain the Company's position(s) and engagement(s)?	N/A
Economic development in areas of high poverty	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A
	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A
	Total number of people registering increased productivity or revenues as a result of the initiative. For example, smallholder farmers realizing improved crop yields and increased income; or micro-entrepreneurs realizing better revenues through access to finance/training.	# of people
Inclusive businessN/n	Compare the prices paid to micro, small, and medium enterprises (MSMEs) and/ or smallholders (m/w) for their product/services to that of the market (i.e. is price paid higher, comparable or lower?).	N/A
	General trend of earnings/profits from participation in the value chain compared to company margin generated from in-country operations in recent years.	N/A





## Target 1.2

supply chain, taking a proactive approach that goes beyond the limitations of social audits.

- Paying fair prices to all suppliers, particularly micro, small and medium enterprises (hereafter: MSMEs) and smallholders, for their products and services, taking into account the poverty lines.
- Undertaking responsible investing, impact investing, community investing and social impact investing.

Inclusive business

Percentage of value captured by smallholders and/or MSMEs along the full% value chain and compare earnings with Living Income.

The average yearly income of smallholders and/or MSMEs earned through % their participation in the value chain (of those interviewed) (m/w).

Does the Company have a mechanism/policy/code that seeks to ensure N/A that small-scale suppliers, smallholders and/or distributors are paid a fair price for goods, services, and/or crops supplied to the Company, enabling sustainable trade? If yes, provide details.

Average annual income of target population engaged in the initiative. The \$ currency target population may be people who benefited from new jobs created through the initiative or benefited from cost savings as a result of access to affordable goods and services.

Does the business have a supplier diversity program? If so, provide details. N/A

Supply chain capacity building

What outreach initiatives does the business undertake to empower women N/A to become business owners and promote women's entrepreneurship to equip them with the skills to successfully bid for contracts in the future? Does the business cooperate with women's business organizations, civil society or Government on these issues?

Does the business implement any supplier capacity building on N/A gender sensitivity? If so, provide details.



- Number of women and men involved in the project / action / program
- Measure / process
- Progression observed if possible to quantify the number of Women & Men
- Time required for setting up and obtaining results
- Cost of the project / action / program/ measure / process

## Target 1.2



## Target 1.3

**Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable**

- Respecting employees' rights to a standard of living adequate for their and their families' health and well-being, including social protection systems.
- Providing the best possible wage (at a minimum the living wage), benefits and condition of work regarding to the needs of employees and their families and taking into account the social security benefits, and the relative living standard of other social groups. Providing businesses' own employees with basic amenities such as housing, basic medical care or food, of a good standard.
- Offering insurance to employees and their families, such as life insurance or accident insurance, as well as employee benefits (including but not limited to medical care, sickness benefits, unemployment benefits, old-age benefits, employment injury benefits, family benefits, maternity benefits, invalidity benefits and survivors' benefit/death benefit for family) – complimenting, and not substituting or undermining the role of the public sector.
- Paying fair share of taxes that enable states to fund social protection schemes.
- Supporting access to microfinance and other financial services, through strengthening the ability of microfinance institutions to deliver to the poor, or by offering microfinance facilities themselves.

- **Number of women and men involved in the project / action / program**
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## GEEIS & GOAL 2 : ZERO HUNGER

### END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

Specific actions for women will be described linked with GEEIS



#### Target 2.1

**By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round**

- Respecting human rights and recognizing the violations of human rights that underlie hunger and malnutrition, including poverty, deprivation of land rights, and discrimination. Respecting the universal right to an adequate standard of living, including access to safe and nutritious food. Recognizing businesses' own influence on hunger and people's access to food, particularly the poor and people in vulnerable situations, such as smallholder farmers and agricultural workers (particularly women) who produce much of the world's food but often live in conditions of poverty.
- Identifying new ways to feed the growing global population sustainably by transforming the global food system and agricultural production towards sustainable and environmentally sound practices.
- Improving production, conservation and distribution of food by making full use of (existing and new) technical and scientific knowledge, by educating the public on the principles of nutrition and by partnering with other stakeholders to develop or reform agrarian systems to better utilize natural resources.
- Working to reduce food waste and food loss that occurs either through business operations or employee/consumer consumption and/or find ways to redistribute excess food. Improving efficiency along the food value chain, particularly in the food and beverage supply chain, including agriculture, raw materials, production, packaging and distribution.



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- Improving the availability of nutritious food through product development, relative pricing and providing responsible communications, such as nutritional information, storage and safe use.
  - Recognizing business' responsibility for significant social and environmental impacts of agricultural production within the supply chain; assessing social and environmental impacts of sourcing operations on farmers, workers, the marginalized/ underrepresented groups and the affected communities.

- **Number of women and men involved in the project / action / program**
  - **Measure / process**
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  - **Time required for setting up and obtaining results**
  - **Cost of the project / action / program/ measure / process**
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## Target 2.2

**By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons**

- Recognizing businesses' significant influence on people's diets and access to food. Providing food that contributes to a healthy and balanced diet. Pricing nutritious food options fairly to enable people to afford it considering their purchasing power.
- Providing sufficient information about products, including nutrition information, to enable customers to make informed choices.
- Raising the awareness of employees on health issues including nutrition through training, counselling and other workplace programs.
- Ensuring that products and services likely to be used or consumed by children or to which children might be exposed to should be safe and do not cause mental, moral or physical harm. Restricting access to products and services that are not suitable for or harmful to children, and seeking to prevent and eliminate the risk of products and services that could be used to abuse, exploit or harm children in any way.

- Number of women and men involved in the project / action / program
- Measure / process
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### Target 2.3

**By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous people, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment**

- Respecting the right of all people, including small-holder farmers and indigenous peoples, to own, use, develop and control the lands, territories and resources that they possess by reason of traditional ownership or other traditional occupation or use, as well as those which they have otherwise acquired.
- Identifying all existing owners and users of the land or property, including informal land users or traditional owners, before buying, renting acquiring or otherwise accessing land or property. Consulting with the affected users and owners and ensuring adequate compensation measures are transparently and consistently applied. Ensuring that people are not displaced or resettled in a disadvantageous manner.
- Recognizing the unique and important role of indigenous peoples in the global community and committing to obtaining and maintaining FPIC principles of indigenous peoples throughout the lifecycle of projects affecting them through holding effective and meaningful consultation in good faith. Applying the principle of consultation, engagement and participation to other communities.
- Using business' influence to ensure the above aspects are applied throughout the supply chain. Implementing traceability, including reviewing the demographics of existing or





## Target 2.4

**By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality**

new supply chains, and investing in supporting the livelihoods and sustainability of suppliers from.

- Undertaking risk assessments on natural hazards and climate change of own operations and the supply chain and integrating disaster risk management into corporate strategies and goals. Recognizing their duty of care to all in the supply chain.
- Investing in environmental protection and improving resilience to environmental hazards and resource scarcity throughout their own operations and supply chain. Developing and implementing corporate climate adaptation goals and strategies that are aligned with public adaptation efforts and also address community risks in the business' operating locations.
- Mitigating climate change impact proactively, as aggressive, timely reduction of greenhouse gases is the safest way to bring adaptation costs down and reduce the risk of climate-related extreme events.
- Assessing the procurement process to identify products which comply with internationally recognized responsible production standards.
- Encouraging suppliers to adopt the above standards.
- Conserve, protect and enhance natural resources; improving efficient use of



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resources and harnessing the potential benefits of ecosystem services. Increasing the proportion of sustainably produced goods and services.

- Raising the awareness of employees on sustainable food consumption through training, counselling and other workplace programs.



## Target 2.5

**By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through soundly managed and diversified seed and plant banks at the national, regional and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilization of genetic resources and associated traditional knowledge, as internationally agreed**

- Sharing practice and knowledge on sustainable agriculture, including maintaining genetic diversity, in their own operations and throughout the supply chain.
- Integrating corporate goals and targets related to the use of genetic resources into corporate policies, risks- and opportunity assessments and in supply chain management. Ensuring business models do not suppress genetic diversity and lead to homogeneity across markets.
- Promoting biodiversity-friendly production, supporting sustainable harvesting and promoting benefit-sharing agreements on genetic resources.
- Adhering to international and national regulations related to access and equitable benefits-sharing. Investing in and sharing benefits with indigenous people and other stakeholders, and committing to reducing bio-piracy.
- Undertaking risk assessments on natural hazards and climate change of own operations and the supply chain and integrating disaster risk management into corporate strategies and goals. Recognizing their duty of care to all in the supply chain.
- Investing in environmental protection and improving resilience to environmental hazards and resource scarcity throughout their own operations and supply chain. Developing and implementing corporate



## Target 2.5

climate adaptation goals and strategies that are aligned with public adaptation efforts and also address community risks in the business' operating locations.

- Mitigating climate change impact proactively, as aggressive, timely reduction of greenhouse gases is the safest way to bring adaptation costs down and reduce the risk of climate-related extreme events.
- Assessing the procurement process to identify products which comply with internationally recognized responsible production standards.
- Encouraging suppliers to adopt the above standards.
- Conserve, protect and enhance natural resources; improving efficient use of resources and harnessing the potential benefits of ecosystem services. Increasing the proportion of sustainably produced goods and services.
- Raising the awareness of employees on sustainable food consumption through training, counselling and other workplace programs.

- Number of women and men involved in the project / action / program
- Measure / process
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## GEEIS & GOAL 4 :

### ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

Specific actions for women will be described linked with GEEIS

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#### Target 4.3

**By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university**

- Providing non-discriminative and open access to employees to (vocational) training, internship programs and further education.
- Adopting and developing comprehensive and coordinated corporate policies and programs on vocational guidance and vocational training.
- Supporting vocational education and training programs provided by governments through providing access to internship programs, funding, scholarships or grants for projects related to business strategy or funding for educational programs to employees as complements to rather than substitutes for government actions. Encouraging suppliers to provide the same resources. Paying fair share of taxes to help finance national educational services.
- Ensuring equal access to all company-supported education and training programs, including literacy classes, vocational and information technology training.
- Providing these educational and internship opportunities to young adults or those targeted through school recruitment campaigns and upholding equality of opportunity and treatment also for disabled men and women workers. Recognizing the barriers that may be limiting women's opportunity which include carrying the burden of unpaid care work and taking these into account when designing training programs.

- Number of women and men involved in the project / action / program
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## Target 4.4

**By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship**

- Respecting the universal right to work, which includes the right of everyone to have the opportunity to gain his or her living by work which he or she freely chooses or accepts, and taking appropriate steps to safeguard this right.
- Offering technical and vocational guidance and training programs, ensuring that company-supported education and vocational training programs are equally available and accessible to all groups.
- Providing incentives for employees to obtain extra qualifications or continue their education.
- Engaging with educational institutions to develop or support programs for vocational training, employment skills and educational development, and improving teaching technical skills through providing innovative solutions – complementing rather than substituting government and public sector action.
- Influencing the supply chain to adopt similar practices. Paying fair share of taxes to help finance national educational services.

- Number of women and men involved in the project / action / program
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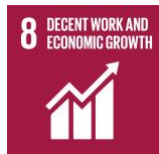
## Target 4.5

**By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations**

- Respecting the universal right to work, which includes the right for a person to have the opportunity to gain his or her living by work which he or she freely chooses or accepts. Supporting the equal right of men and women to access education and vocational training.
  - Upholding equality of opportunity and treatment for disabled men and women workers. Supporting efforts to ensure that persons with disabilities are not excluded from the general education system on the basis of disability and children with disabilities are not excluded from free and compulsory primary education, or from secondary education, on the basis of disability.
  - Providing non-discriminative and open access to employees to training, internship programs and further education.
  - Ensuring equal access to all company-supported education and training programs, including literacy classes, vocational and information technology training.
- **Number of women and men involved in the project / action / program**
  - **Measure / process**
  - **Progression observed if possible to quantify the number of Women & Men**
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  - **Cost of the project / action / program/ measure / process**

## SUSTAINABLE DEVELOPMENT GOAL 8 :

### PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



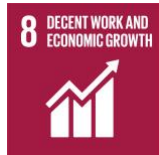
#### Target 8.5

**By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value**

- Paying at a minimum the living wage. Paying wages adequate to satisfy the basic needs of workers and their families, and maintaining regular payment of wages. Providing the best possible wages, benefits and working conditions within the framework of government policies and through the process of collective bargaining.
- Protecting basic labor rights including freedom of association, collective bargaining and industrial relations, limiting hours of work and providing adequate rest periods, ensuring job security and a safe and healthy working environment and supporting employment promotion and employment stability through developing and implementing policies and procedures complementing public policies and in line with local economic development priorities and, consequently, being developed through meaningful dialogue with stakeholders including national workers' and employers' organizations in the developing countries in which the business operates. Paying equal remuneration, including benefits, for

Business Them	Available Business Disclosures	Units
Employment and workforce	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %
	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %
	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%
	Percentage of senior management at significant locations of operation that are hired from the local community.	% of senior management
	Total number of employees by employment contract (permanent and temporary), by gender.	Number of employees
	Total number of employees by employment contract (permanent and temporary), by region.	Number of employees
	Total number of employees by employment type (full-time and part-time), by gender.	Number of employees





## Target 8.5

work of equal value.

- Embedding the principle of equality in policies and processes for both employees and governing bodies throughout own operations and supply chains, including recruitment, remuneration/benefits, training, promotion, and development reviews.
- Establishing a zero-tolerance policy towards all forms of violence in the workplace and preventing sexual harassment.
- Working together with suppliers and collective institutions such as trade unions; providing appropriate facilities for workers' representatives and provide relevant information for meaningful negotiations on conditions of employment. Establishing policies, procedures, grievance mechanisms and support structures for employees or suppliers to anonymously report incidences or suspected incidences of violence, exploitation or harassment, and having protection in place for whistle-blowers so that persons feel able to report without fear of retribution.

Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.

N/A

Employment and workforce

Total number of permanent vs temporary workers (m/w) along the value chain.

Number by gender

Considering contractual workers only, the approximate proportion of those who are employed on an annual basis, on a seasonal basis, on a daily basis, and on a piece/task basis.

%

Total number of employment, and disaggregate by female and male.

Number and %

Total number of informal employment, and disaggregate by female and male.

Number and %

Total number of self-employed, and disaggregate by female and male.

Number and %

Total direct full-time jobs generated as a result of the initiative.

# of full time jobs created

Number of FTE equivalent jobs generated within the value chain of the company, as suppliers, producers or distributors.

# of full time jobs created

Explicitly recognize job security and permanent contracts for precarious work.

N/A

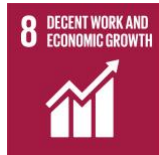
Remuneration and benefit

Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.

N/A

Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.

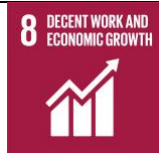
Ratio



## Target 8.5

- Asking suppliers to respect business' policy on workplace violence and sexual harassment. Requiring documentation and proof of recruitment, working conditions and procurement from suppliers, such as certifications of compliance with recognized standards, regulations or laws focusing on the rights of women and girls.
- Recognizing, preventing and reducing the root causes of labor rights violation and inequality across business functions and throughout the supply chain, and seeking to remediate adverse impacts. Implementing gender audits or engaging with women to understand their barriers to employment and adapting recruitment procedures considering the specific challenges faced by them.
- Providing benefits and social protection. Supporting government efforts to protect worker's rights, for example extending social protection in government schemes to employees, and providing private schemes where there are gaps in coverage by government schemes.
- Ensuring non-discrimination in recruitment, remuneration and working status. Assessing inequality impacts across business functions and the supply chain, and taking corrective action where needed to improve the gender balance amongst employees and executive management. Explore the possibility of engaging with suppliers to address concerns and to give them time and appropriate help to comply with supplier

	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	Ratio of the entry level wage by gender
	When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	N/A
	Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	\$ currency
	Wage and salaried workers (female, male and total).	% of employment
	Explicitly recognize payment of living wage.	\$ currency
	Working with others to improve wages by: using a certification scheme; membership of any stakeholder group (ETI or SAI); commitment to constructive dialogue with the IUF.	N/A
Parental leave	Total number of employees that were entitled to parental leave, by gender.	Number of employees
	Total number of employees that took parental leave, by gender.	Number of employees
	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Number of employees
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	Number of employees
	Return to work and retention rates of employees that took parental leave, by gender.	%
	What is the business' policy on maternity, paternity and family leave length and entitlements and to what extent does this go above the statutory provisions in the regulatory regime where the business is operating? Do these policies apply throughout the operations in each country? Are sex-disaggregated statistics kept and tracked?	N/A
Training and education	Percentage of total employees by gender and by employee category who received a regular performance and career	% of total employees



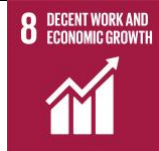
## Target 8.5

code of conducts. Establishing robust and accessible processes to prevent and prohibit discrimination, including gender specific criteria in due diligence process, and taking corrective action where incidences occur.

- Establishing policies, procedures, grievance mechanisms and support structures for employees or suppliers to anonymously report incidences or suspected incidences of adverse human rights impacts, and having protection in place for whistle-blowers so that persons feel able to report without fear of retribution.
- Strengthening labor institutions in order to create jobs, raise global sustainable aggregate demand and adapt to the needs of bottom-of-the-pyramid populations through implementing a social protection floor and cultivating new and innovative business models.
- Participating in government programs which aim to eliminate child labor, forced labor and discrimination in the workplace; and to promote freedom of association and collective bargaining.
- When business is involved in changes or discontinuation of operations, providing reasonable notice to government authorities and worker representatives and avoiding arbitrary dismissal procedures.

development review during the reporting period.

	Type and scope of programs implemented and assistance provided to upgrade employee skills.	N/A
	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	N/A
	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	Hours
No discrimination	Does the Company system AND all major employers along the value chain have policies stating that hiring, placement, remuneration, advancement, training, discipline, retirement, and termination decisions are based on objective factors and are not connected to gender, age, nationality, ethnicity, sexuality, race, color, creed, caste, language, mental or physical disabilities, etc.? If yes, how are the policies promoted internally by the Company system and each major employer/organization?	N/A
Working hour	Average working hours per week (m/w), including overtime.	Hours
	Approximate proportion of workers (m/w) working overtime on a regular basis (disaggregate data by permanent and temporary workers).	% by gender
	Frequency of fatigue-related incidents in the workplace (m/w).	Number of incidents in a period of time
Indirect economic impact	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	N/A
	Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	N/A
Corporate governance body	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	%
Employment in the supply chain	Does the Company system's business relationships (of those interviewed) perceive the Company system's governance standards to be fair and transparent (on agreed terms of trade, quality standards, and price structure that are shared between actors in the	N/A



## Target 8.5

- Bearing in mind the diversity of language, culture and family circumstances which may exist in the workplace when introducing measures to promote equality. Encourage business partners to implement similar policies, paying special attention to governance structure of companies along the value chain.
- Working with representatives of workers and government authorities to ensure equal access to employment.

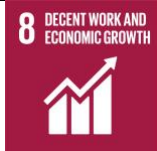
value chain) so that suppliers can inform workers on wages, employment conditions, and the security of their job in the medium term?

Require, or take measures to support, suppliers to pay workers a living wages.	N/A
Require suppliers to ensure job security and permanent contracts for workers.	N/A
Require suppliers to provide healthy working conditions and accommodation.	N/A

- **Number of women and men involved in the project / action / program**
- **Measure / process**
- **Progression observed if possible to quantify the number of Women & Men**
- **Time required for setting up and obtaining results**
- **Cost of the project / action / program/ measure / process**

- Strengthening the links between business and education and promoting the rights at work of young people.
- Identifying current and future skills needed for national and global economies; implementing appropriate workplace training programs or collaborating with educational experts

Employment condition	Total number and rate of new employee hires during the reporting period, by age group, gender and region.	Number and %
	Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Number and %
Training and development program	Youth violence: Extent of implementation of life-skills and social development programs (Violence prevention).	N/A



## Target 8.6

**By 2020, substantially reduce the proportion of youth not in employment, education or training**

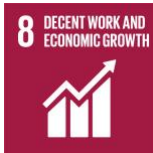
and the public sector to improve the relevance of education in existing educational systems.

- Supporting youth by ensuring equal opportunities for all employees regardless of age. Supporting and engaging in job-oriented training programs, skills management programs and (lifelong) vocational education and training (VET), entrepreneurship development initiatives provided by governments, and supplement existing programs with additional resources like internship/ apprenticeship/work-study/part-time opportunities to facilitate the education-to-work transition.
- Encouraging existing efforts to ensure equal access to opportunities for occupational development in communities.

Employees with recent job training (past year / past 4 weeks).

%

- **Number of women and men involved in the project / action / program**
- **Measure / process**
- **Progression observed if possible to quantify the number of Women & men**
- **Time required for setting up and obtaining results**
- **Cost of the project / action / program/ measure / process**



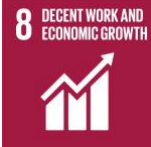
## Target 8.7

**Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms**

- Committing to the elimination and abolition of forced labor, modern slavery and human trafficking and child labor. In this context, ensuring that children under minimum working age are not recruited by implementing enforcing mechanisms such as age verification methods and labor inspection to prevent and identify child labor and any adverse impacts on children's right in operations and in the supply chain. Setting up anonymous hotlines to identify incidences, with corrective and remediation processes in place where incidences are found.
- Helping to eradicate bonded labor by ensuring that none of their workers or suppliers' workers have to make recruitment payments to secure jobs, and that no suspicious payment structure from the employee to the employer is in place.
- Conducting audits on suppliers or recruiters to ensure that these practices are not occurring within the supply chain.
- Ensuring that auditors are proficient in local/sectoral insights and language. Making audit results accessible to workers.
- Identifying significant human rights impacts across their value chain. Practicing human rights due diligence, and take actions preventing, mitigating and remediating negative impacts.

- Monitoring worker's well-being and

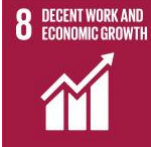
Labor right and standards	Does the Company system have a policy/code that addresses labour rights and standards along the value chain? If yes: i) Is compliance with this policy promoted by the Company system along the value chain? If so, how? If no, what is the proportion of those who have a policy/code? Do ALL other major employers along the value chain have a policy/code on labour rights and standards?	N/A N/A
Children and young worker protection	Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	N/A
	Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: Type of operation (such as manufacturing plant) and supplier; Countries or geographic areas with operations and suppliers considered at risk.	N/A
	Does the Company strongly enforce a policy/code that prevents employment of children by the Company and through the supply chain?	N/A
Abolition of child labor	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	N/A
Elimination of forced labor	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; Countries or geographic areas with operations and suppliers considered at risk.	N/A
	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	N/A
	Forced labour rate.	%
	Forced labour rate among returned migrants.	%
Human rights	Human rights.	N/A



## Target 8.7

making this information publicly accessible.

- Raising awareness among employees and suppliers about what constitutes exploitation, forced labor, modern slavery and people trafficking, and providing training on how to ensure it does not occur, and what to do when it does. Ensuring that the own business is not engaging with any business or organization which makes use of child soldiers.
- Developing policies and procedures in order to address incidences or suspected incidences throughout business activities, and incorporating these in the codes of conduct around acceptable employee behavior and the recruitment and procurement process.
- Establishing thorough recruitment and procurement processes in order to be able to identify persons who may be vulnerable – for instance victims of trafficking or exploitation – and having a process to pass these persons for help from relevant authorities.
- Including specific references to trafficked and vulnerable persons in the codes of conduct for employees and suppliers, and explicitly laying out demands in order to eliminate exploitation of persons within the business and supply chain.
- Reporting and monitoring any incidences and mitigation for future improvements to the procedures and policies, and putting



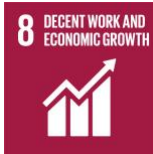
## Target 8.7

in place remediation through legitimate process. Monitoring mechanisms can include requiring documentation and proof of recruitment, working conditions and procurement from suppliers, such as certifications of compliance with internationally recognized regulations or laws.

- Joining sectoral and national employers' organizations, and participating in industry or multi-stakeholder initiatives supporting labor rights through respect for fundamental principles and rights at work, in particular freedom of association<sup>29</sup>.

- Number of women and men involved in the project / action / program
- Measure / process
- Progression observed if possible to quantify the number of Women & Men
- Time required for setting up and obtaining results
- Cost of the project / action / program/ measure / process





## Target 8.8

**Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment**

- Respecting and protecting labor rights and providing safe, secure and healthy working environments for all employees.
- Implementing policies committing to freedom of association and collective bargaining, health and safety, no discrimination, combating workplace violence and rights awareness among workforce. Aligning these policies with the highest industry/local/ international standards. Making these policies publicly available and communicating them both internally and externally to all employees, suppliers and other stakeholders.
- Monitoring and reporting on the compliance of these fundamental labor rights principles and practices, and carrying out due diligence to identify, prevent, mitigate and account for any adverse impacts that business causes or contributes to.
- Introducing operational health and safety (OHS) management systems based on internationally agreed principles to protect workers' health and safety and to reduce potential hazards and risks for productivity.
- Building screening mechanisms and ensuring consistent practices in own supply chains.

Occupational health and safety

Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: i. Region; ii. Gender.

per million hours worked (IR/ ODR), days per total number of hours scheduled to be worked by the workforce in the reporting period (LDR), Percentage of total days scheduled to be worked by the workforce for the same period (AR), Number of work-related fatalities

Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. Region; ii. Gender.

per million hours worked (IR/ ODR), days per total number of hours scheduled to be worked by the workforce in the reporting period (LDR), Percentage of total days scheduled to be worked by the workforce for the same period (AR), Number of work-related fatalities

Whether there are workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases.

N/A

The level at which each formal joint management-worker health and safety committee typically operates within the organization.

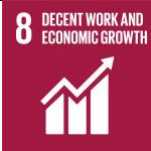
N/A

Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.

% of workers

Work-related injuries frequency rate (m/w) ii) occupational diseases frequency rate (m/w), iii) severity rates of work-related injuries and occupational diseases (i.e. lost work days per year) (m/w), and iv) number of work-related fatalities (m/w) along the value chain in last three years (m/w) and, where available, work-related fatalities of smallholders (m/w).

Unit of IR, ODR, LDR, AR and work-related fatalities



## Target 8.8

- Specifically regarding migrant workers, respecting and supporting the human rights of all migrant workers and providing equal working and social security conditions for them. Providing information for migrant workers about their human rights and obligations as well as assistance to defend their rights. Taking additional measures to ensure that migrant workers are adequately protected from forced labor, such as measures to detect abusive practices and protecting migrant workers from debt bondage and trafficking.
- Joining sectoral and national employers' organizations, and participating in industry or multi-stakeholder initiatives supporting labor rights through respect for fundamental principles and rights at work, in particular freedom of association.

Occupational health and safety

Does the Company system have health and safety policies and/or procedures in place that explicitly extend to workers (and others) along the value chain, and comply with the highest industry standards and/or local, national, or international laws (whichever is considered the highest). i) If yes, does the Company system promote compliance with its health and safety policies and procedures? How?

N/A

Does the Company system monitor compliance of its health and safety policies and/or procedures ?

N/A

Does the Company system monitor health impacts on the workforce, MSMEs and/or smallholders (including, exposure to and incidence of sexually transmitted diseases (if relevant) along the value chain? i) If yes, does the Company engage with suppliers to mitigate and remedy health impacts?

N/A

Does the Company system and all major employers along the value chain provide education, training, counselling, prevention and risk-control programs to assist workforce, MSMEs, and/or smallholders and their families regarding serious diseases or other health-related risks? If no, where are the gaps?

N/A

Approximate proportion of smallholders exposed to health hazards with access to PPE and training on its appropriate use.

%

Number and nature of controversies in the last three years related to the health and safety of workers (and smallholders, where relevant) along the value chain.

Number of controversies

Do medical and health services, education programs and products reflect the different needs and concerns of women and men?

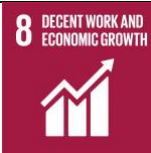
N/A

Are medical and health personnel trained in specific health needs of women workers?

N/A

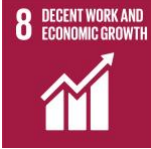
Occupational carcinogens, noise, ergonomic, injuries and airborne particulates attribute to death and DALYs, please report number of

N/A



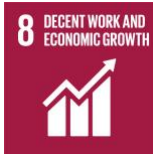
## Target 8.8

	deaths, death rate, number of DALYs and DALYs rate.	
Non-discrimination	Total number of incidents of discrimination during the reporting period.	Number of incidents
	Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; Incident no longer subject to action.	N/A
Freedom of association and collective bargaining	Percentage of employees covered by collective agreements.	days per total number of hours scheduled to be worked by the workforce in the reporting period (LDR)
	Do ALL major employers along the value chain, including the Company (HQ level) and its subsidiaries, recognize the right to freedom of association AND the right of its workers to collectively bargain (e.g., to join any trade union)?	%
	Does the Company system have a policy/code that recognizes the right to freedom of association for all workers along the value chain (including the right to join any trade union AND the right to collective bargaining)? If yes: Is compliance with this policy promoted by the Company system along the value chain?	N/A
	Does the Company system monitor suppliers' performance with regard to freedom of association/right to collective bargaining? If yes, for what purpose?	N/A



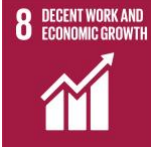
**Target 8.8**

	Violation in law and practice of civil liberties, rights to establish or join unions, trade union activities, right to collective bargaining, and right to strike.	N/A
Labor relations/ management	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	Number of weeks
	For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Number of days
	Does the Company system have a policy/code that addresses rights' awareness (including employment conditions) among its workforce? i) Does the policy/code extend to the whole value chain? If yes, provide details on the policy commitment and monitoring.	N/A
Labor practices in the supply chain	Percentage of new suppliers that were screened using social criteria.	% of new suppliers
	Number of suppliers assessed for social impacts.	Number of suppliers
	Number of suppliers identified as having significant actual and potential negative social impacts	Number of suppliers
	Significant actual and potential negative social impacts identified in the supply chain	N/A
Labor practices in the supply chain	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	% of suppliers



**Target 8.8**

	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	% of suppliers
	Does the Company system have a policy/code that addresses labor rights and standards along the value chain? If yes: i) Is compliance with this policy promoted by the Company system along the value chain? If so, how?	N/A
	Do ALL other major employers along the value chain have a policy/code on labor rights and standards? If no, what is the proportion of those who have a policy/code?	%
	Are there discrepancies between the Company's and other employers' codes/policies and minimum standards (as recommended by ETI)? If so, what are the discrepancies?	N/A
Labor practices in the supply chain	Do ALL major employers along the value chain demonstrate consistent practices for informing and/or training workers on their rights under national labor and employment law?	%
	Do ALL major employers along the value chain provide access and copies of CBAs, either directly to workers or through representatives, in the local or understood language? In areas where illiteracy is high, this means providing information verbally to concerned workers (if relevant).	%
	Does the Company system screen and monitor its major suppliers for compliance with labor rights and standards (as per the Company's code/ policy)? i) If yes, what are the mechanisms in place to monitor compliance? ii) What are the core indicators evaluated? iii) Does the Company have a mechanism or system in place to deal with suppliers who are non-compliant?	N/A



## Target 8.8

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What is the typical lead time for orders (which can impact working conditions in the supply chain)? Minutes/hours/ days

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- Number of women and men involved in the project / action / program
- Measure / process
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