Labour

The following Labour provisions

a) The International Labour Standards identified in the ILO Declaration on Fundamental Principles and Rights at Work and defined in the following Conventions:
   1) Freedom of association and collective bargaining (C. 87 and C. 98),
   2) Forced labor (C. 29 and C. 105),
   3) Child labor and the worst forms of child labor (C. 138 and C. 182),
   4) Discrimination (employment and occupation) (C. 111).

b) Domestic law in the legal jurisdiction regulating:
   1) Minimum wages,
   2) Working hours,
   3) Overtime compensation,
   4) Employment contractual relationships.


Occupational Health and Safety

Major categories of Occupational Health and Safety (OHS) management systems (as defined in OHSAS 18001 and ISO 45001):

a) OHS management system describing context of the organization.

b) Leadership and worker participation including OHS Policy, Roles, Responsibilities, Accountabilities and Authorities.

b) Risk and hazard identification and assessment and determination of applicable OHS legal requirements and other OHS requirements and risks, including related actions and objectives to address them.

c) Provision of resources competence and awareness, information and communication and documented information.

d) Operational planning and control including operational controls that apply to outsourcing, procurement and contractors, emergency preparedness and response and change management.
c) Performance evaluation including internal audits, monitoring and measurement, analysis and
evaluation and management review.

d) Incidents, nonconformities and corrective action, continual improvement of objectives and
processes.