



Concrete Sustainability Council

Pilot Version P2- Human Rights Prerequisites

The Concrete Sustainability Council (CSC)

Rue de la Cité 1
1204 Geneva
Switzerland

<https://www.csc.eco/>

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P2 Human Rights

Aim

To ensure respect for all internationally recognized human rights in the "International Bill of Human Rights" which is based on the ICCPR, ICESCR and ILO Fundamental Conventions.

This credit is a prerequisite for certification. No points can be achieved.

P2.01 Human rights commitment

Company or Plant criteria: C

The organisation must demonstrate its commitment to respect internationally recognized human rights in line with the UN Guiding Principles on Business and Human Rights or the OECD Guidelines, through policies and processes, including:

- (a) a public commitment to meet their responsibility to respect human rights;
- (b) a human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;
- (c) processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

The above should cover human rights impacts of the company's own operations and its value chain, including in particular its supply chain.

When local laws set lower standards than or conflict with the above requirements, refer to P2.02.

Points achievable for this criterion:

| Concrete | Cement | Aggregates |
|-------------------------|-------------------------|-------------------------|
| 0 Points (Prerequisite) | 0 Points (Prerequisite) | 0 Points (Prerequisite) |

Prerequisite to obtain:

| | Bronze | Silver | Gold | Platinum |
|------------|--------|--------|------|----------|
| Concrete | x | x | x | x |
| Cement | x | x | x | x |
| Aggregates | x | x | x | x |

Required evidence

| Evidence ID | See the annex for specific evidence/regional adaptations/examples |
|-------------|--|
| 1 | <p>Publicly available company commitment to comply with all internationally recognized human rights and follow the OECD Guidelines for Multinational Enterprises or the UN Guiding Principles on Business and Human Rights - which describes how they conduct due diligence and enable access to remedy for affected people, including through the provision of operational-level grievance mechanisms</p> <p>OR</p> <p>Declaration by senior management that the company has policies and processes appropriate to their size and circumstances, including:</p> <p>(a) a public commitment to meet their responsibility to respect human rights and follow the OECD Guidelines or the UN Guiding Principles on Business and Human Rights</p> <p>(b) a human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights</p> <p>(c) processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.</p> |

P2.02 Conflict with local laws

Company or Plant criteria: C

When local laws conflict with, or set lower standards than the above requirements, the organisation should seek ways to honour the principles of internationally recognized human rights [to the fullest extent that does not place them in violation of the local law], and deliver credible alternative evidence of these efforts.

Points achievable for this criterion:

| Concrete | Cement | Aggregates |
|-------------------------|-------------------------|-------------------------|
| 0 Points (Prerequisite) | 0 Points (Prerequisite) | 0 Points (Prerequisite) |

Prerequisite to obtain:

| | Bronze | Silver | Gold | Platinum |
|------------|--------|--------|------|----------|
| Concrete | x | x | x | x |
| Cement | x | x | x | x |
| Aggregates | x | x | x | x |

Required evidence

| Evidence ID | See the annex for specific evidence/regional adaptations/examples |
|-------------|---|
| 1 | <p>Documented evidence of actions taken to seek to honour the higher international standards, i.e. relevant communication outputs, meeting minutes, photos, results of actions undertaken, or other proof of internal communication / implementation.</p> <p>OR</p> <p>Declaration by senior management of the actions taken by the Company</p> |

P2.03 Labour Rights

Company or Plant criteria: C

Notwithstanding the importance of considering potential impacts on all human rights, additional attention is given to labour rights impacts in the construction sector.

Companies are expected to demonstrate how they address:

- child labour
- forced labour and human trafficking (including recruitment processes)
- freedom of association and collective bargaining
- discrimination (including violence and harassment)
- fair wages and salaries
- health and safety procedures
- working hours
- social security benefits

This is without prejudice to other potential human rights that may also be impacted by the plant's activities, such as:

- Land rights
- Indigenous peoples' right

Scope of policies and processes should cover direct employees and contracted labour on-site. In the development of the above policies and processes the company should consult regularly with affected workers and/or their representatives.

Points achievable for this criterion:

| Concrete | Cement | Aggregates |
|-------------------------|-------------------------|-------------------------|
| 0 Points (Prerequisite) | 0 Points (Prerequisite) | 0 Points (Prerequisite) |

Prerequisite to obtain:

| | Bronze | Silver | Gold | Platinum |
|------------|--------|--------|------|----------|
| Concrete | x | x | x | x |
| Cement | x | x | x | x |
| Aggregates | x | x | x | x |

Required evidence

| Evidence ID | See the annex for specific evidence/regional adaptations/examples |
|-------------|--|
| 1 | <p>Formal internal or public policies and documented internal processes (including risk management, training, diversity inclusion programs) demonstrating how the company respects labour rights</p> <p>OR</p> <p>Written statement by the highest governing body of the organisation that the company has dedicated policies and processes relating to the labour rights issues in this prerequisite</p> <p>OR</p> <p>publicly available company commitment to uphold the ILO conventions, including signing of site manager at plant level, providing proof that they are conducting due diligence, there is access to remedy, and an effective grievance mechanism is in place so that stakeholders can raise their concerns (grievance mechanism, due diligence, impact assessment)</p> <p>OR</p> <p>a recognized third-party assessment or audit that demonstrates compliance with the labour rights standards covering the scope of this certification, not older than three years at corporate level, including a remedy plan specifically at site level.</p> |