



Concrete Sustainability Council

Pilot Version P2- Human Rights Annex

The Concrete Sustainability Council (CSC)

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P2.01 Human rights

Refer to the following list of key resources for understanding content of internationally recognized human rights and guidance on respecting these rights in a business context.

Applicable to region (s)	Key Resources	Applicable sections		Hyperlink
Global	OECD Guidelines for Multinational Enterprises	Concrete	x	http://mneguidelines.oecd.org/guidelines/
		Cement	x	
		Aggregates	x	
	OECD Guidance on Due diligence for responsible business conduct	Concrete	x	https://www.oecd.org/investment/due-diligence-guidance-for-responsible-business-conduct.htm
		Cement	x	
		Aggregates	x	
	UN Guiding Principles on Business and Human Rights	Concrete	x	https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf
		Cement	x	
		Aggregates	x	

Applicable to region (s)	Key Resources	Applicable sections		Hyperlink
Global	Fundamental ILO conventions	Concrete	x	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12000:0::NO::
		Cement	x	
		Aggregates	x	
	ICRMW (convention for migrant workers)	Concrete	x	https://www.ohchr.org/en/instruments-mechanisms/instruments/international-convention-protection-rights-all-migrant-workers
		Cement	x	
		Aggregates	x	

	ICESCR (International covenant on economic, social and cultural rights)	Concrete	x	https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights
		Cement	x	
		Aggregates	x	
	UDHR (Universal declaration of human rights)	Concrete	x	https://www.un.org/en/about-us/universal-declaration-of-human-rights
		Cement	x	
		Aggregates	x	

According to the UN Guiding Principles on Business and Human Rights:

Applicable to region (s)	Topics	Applicable sections		Further Information
Global	Policy commitment	Concrete	x	Business enterprises should express their commitment to meet this responsibility through a statement of policy that: (a) Is approved at the most senior level of the business enterprise; (b) Is informed by relevant internal and/or external expertise; (c) Stipulates the enterprise's human rights expectations of personnel, business partners and other parties directly linked to its operations, products or services; (d) Is publicly available and communicated internally and externally to all personnel, business partners and other relevant parties; (e) Is reflected in operational policies and procedures necessary to embed it
		Cement	x	
		Aggregates	x	

				throughout the business enterprise.
	Due diligence	Concrete	x	<p>In order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence.</p> <p>The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed. Human rights due diligence:</p> <p>(a) Should cover 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;</p> <p>(b) Will vary in complexity with the size of the business enterprise, the risk of severe human rights impacts, and the nature and context of its operations;</p> <p>(c) Should be ongoing, recognizing that the human rights risks may change over time as the business enterprise's operations and operating context evolve.</p>
		Cement	x	
		Aggregates	x	
	Remediation	Concrete	x	Where business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate
		Cement	x	
		Aggregates	x	

				<p>processes. Where a business enterprise identifies such a situation, whether through its human rights' due diligence process or other means, its responsibility to respect human rights requires active engagement in remediation, by itself or in cooperation with other actors.</p> <p>Operational-level grievance mechanisms for those potentially impacted by the business enterprise's activities can be one effective means of enabling remediation.</p>
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P2.02 Conflict with local laws

For specific examples or adaptations related to conflict with local laws or lower standards, see the list below.

Applicable to region (s)	Criteria	Applicable sections		Evidence / Hyperlink
Global	Freedom of association and collective bargaining	Concrete	x	Where country law prohibits or limits workers' rights to freedom of association and collective bargaining, the company should make sure that its practices do not prevent workers from forming or joining legally acceptable worker organizations
		Cement	x	
		Aggregates	x	
	LGBTQI+ rights	Concrete	x	For reference to verify how companies can diminish discrimination, foster diversity and promote a culture of respect and equality
		Cement	x	
		Aggregates	x	

				https://www.unfe.org/Standaards/
	ILO factsheets on key legal provisions dealing with migrant workers in eight Arab countries	Concrete	x	For reference to verify any claims by the company regarding legal rules on who pays for recruitment, whether passport confiscation is prohibited by law, minimum working conditions including wages, working hours and rest periods, how to lodge grievances, and brief details of each country's sponsorship regime. https://www.ilo.org/beirut/projects/fairway/WCMS 776362/lang--en/index.htm
		Cement	x	
		Aggregates	x	

P2.03 Labour Rights

For specific examples or adaptations related to the core listed ILO conventions, see the list below.

Regarding migrant workers, they should be considered across all labour rights, meaning that the Company must make sure that migrant workers are treated as non-migrant workers.

Applicable to region (s)	Criteria	Applicable sections		Evidence
Global	Child Labour. Child labour shall not be used. Companies are requested to follow the ILO conventions recommendation of minimum age for admission to employment.	Concrete	x	Commitment to uphold ILO Conventions and proof of internal communication AND Recruitment and other human resources procedures, practices and records that demonstrate how company screens out underage workers, protects young workers, and resolves discovery of child labour in the workplace.
		Cement	x	
		Aggregates	x	

	Forced Labour and human trafficking Forced or compulsory labour shall not be used. Employees shall be free to leave employment after reasonable notice. Identity documents should not be withheld by the employer.	Concrete	x	Commitment to uphold ILO Conventions and proof of internal communication /implementation. AND Provide evidence that explains what is done to prevent forced labour. AND Demonstrate by human resources policies and practices how the company ensures that workers are not required to pay recruitment and placement fees, or make deposits for their jobs and that original identity documents are not withheld and are provided to the employees on his/her demand.
		Cement	x	
		Aggregates	x	
Global	Freedom of association and collective bargaining Companies are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, where allowable by law.	Concrete	x	Agenda and minutes of meetings with employees where labour conditions, wages or other topics were discussed and actions taken after the meeting. OR a collective labour agreement if such has been agreed.
		Cement	x	
		Aggregates	x	
	Discrimination (Gender equality, Political)	Concrete	x	Signed 'non - discrimination policy' by the company and proof of internal
		Cement	x	

	<p>persuasion, religious freedom, violence and harassment)</p> <p>Harassment or discrimination against employees in any form is not acceptable. This includes but is not limited to gender, ethnic origin, skin colour, religion, sexual orientation, disability or age.</p>	Aggregates	x	communication/implementation.
Global	<p>Fair wages and salary rates</p> <p>Wage and salary rates for permanent and agency workers meet or exceed in all circumstances:</p> <p>i. legal minimum rates, where such rates exist.</p> <p>ii. minimum concrete, cement or aggregates industry, respectively, minimum standards;</p> <p>or iii. other recognized industry wage agreements; or</p> <p>iv. living wages are higher than legal minimum wages.</p> <p>When no minimum wage levels exist, wages are established through culturally</p>	Concrete	x	<p>Written statement by senior management satisfying the assessment criteria.</p> <p>OR</p> <p>publicly available company commitment to follow the OECD guidelines for multinational enterprises</p>
		Cement	x	
		Aggregates	x	

	<p>appropriate engagement with workers and/or formal and informal workers organisations.</p> <p>Wages and salaries are paid on time.</p>			
	<p>Health and Safety Procedures: The company has documented health and safety procedures in place.</p>	Concrete	x	<p>Validation by the auditor that the company has documented health and safety procedures in place.</p> <p>OR</p> <p>Criterion M4.01 is met</p> <p>OR</p> <p>existence of certification against ISO 45001 or equivalent standard.</p>
		Cement	x	
		Aggregates	x	
Global	<p>Working Hours: The regular working hours in the company are in compliance with the country's laws and do not exceed 48 hours per week on a regular basis. Including overtime, the working week is limited to 60 hours, and workers' voluntary consent for overtime is given.</p> <p>Employees have rest time and are given one day off, in at least 24 consecutive</p>	Concrete	x	<p>Company can demonstrate it meets this criterion by existing Human Resources policies and practices, documents and records, as well as pay-roll registers and pay-roll slips containing at minimum the following: pay period, regular hours worked, overtime hours worked, regular wages, overtime wages, benefits, bonuses, gross earnings, deductions, net wage.</p>
		Cement	x	
		Aggregates	x	

	hours, over a period of seven days. Employees are given holidays and annual leave in compliance with the country's laws or any other applicable industry agreement.			
	Social Security Benefits: Company can demonstrate it allows employees the social security benefits that they are entitled to by law, such as medical care, sickness, unemployment, pension benefits, employment injury, maternity benefits, and is in compliance with the country's law or other applicable industry agreement.	Concrete	x	Company can demonstrate it meets this criterion by existing Human Resources policies and practices, documents and records, as well as pay-roll registers and pay-roll slips containing specifically the following: pay period, gross earnings, social security benefits deductions, net wage.
		Cement	x	
		Aggregates	x	