



# Pilot Phase Updated Criteria and Annex "Human Rights"

## Background:

Two workshops were held at the beginning of 2023 with human rights and industry experts to improve the CSC certification scheme and its sustainability performance. One of the outcomes of the workshops led to a revised version of the Human Rights Prerequisites and Annex. The revised prerequisites will be introduced in two phases.

1. Starting now, all companies operating in "new" CSC countries, i.e. without previous CSC certification projects, must join the pilot phase for upcoming projects and comply with the new pilot Human Rights Prerequisites and Annex.
2. The next CSC certification version (expected 2024) will implement the new Human Rights Prerequisite and Annex in all other countries. The Technical Manual and toolbox will be adapted and published alongside the new version launch.

## Guidance Note:

Note that the CSC Toolbox/ the schemes will not be updated during the pilot phase. Instead, please refer to the updated prerequisites and annex (<https://csc.eco/about-us/resources/>).

The main updates include:

- Clear aim to ensure respect for ALL internationally recognized human rights in the "International Bill of Human Rights"
- Inclusion of P2.02 Conflict with local laws and P2.03 Labour Rights
- Documented evidence to demonstrate commitment to respect internationally recognized human rights in line with the UN Guiding Principles on Business and Human Rights or the OECD Guidelines.

A list of countries where CSC certification has already taken place at least once can be found here (as of 8th of May 2023). For all other countries, the new rules apply to projects not registered as of today. Therefore, please verify before validating the credit P2.

- Argentina
- Austria
- Belgium
- Canada
- Colombia
- Czech Republic
- Ecuador
- Finland
- France
- Germany
- Guatemala
- Italy
- Lithuania
- Luxembourg
- Netherlands
- Norway
- Panama
- Peru
- Poland
- Portugal
- Slovakia
- Spain
- Sweden
- Switzerland
- Turkey
- United Arab Emirates
- United Kingdom
- United States of America



**P2.01 Human rights (required)** >

**P2.02 Fair wages** >

**This criterium is required for the following certificate levels: Bronze, Silver, Gold, Platinum**

In order to address the topics mentioned in ILO Convention 131 wages and salaries paid by the organization must meet the following requirements:

- Wage and salary rates
  - Wage and salary rates in all circumstances meet or exceed legal minimum rates, where such rates exist.
  - Wherever applicable, wage and salary rates for permanent and agency workers meet or exceed: i. minimum concrete, cement or aggregates industry, respectively, minimum standards; or ii. other recognized industry wage agreements; or iii. living wages if these are higher than legal minimum wages.
  - When no minimum wage levels exist, wages are established through culturally appropriate engagement with workers and/or formal and informal workers organizations.
- Wages and salaries are paid on time.

**P2.02.01 Requirement 1 (required) (0 available points)** >

**Explanation**

My plant is located in a country which is not listed in the guidance note 09-01. Therefore, the updated Pilot Phase requirements for P2 Human rights apply.

P2.02 Conflict with local law replaces P2.02 Fair wages

Complies

For example, how to document in the CSC Toolbox that the updated requirements apply.