

XertifiX Standard PLUS

Logic of the standard:

- Objectives
 - o Principles
 - Criteria
 - Indicators
 - o Means of Verification

Characteristics of the standard:

- Voluntariness of PLUS-Label
- Responsibility has the exporter, both for factories and his suppliers, namely quarries
- Speciality of XertifiX: all suppliers and factories have to comply the same standard
- XertifiX supports Indian partners to achieve the requirements of the standard through training and information
- The certificate will be issued, only if all criteria are fulfilled in the whole supply chain from quarry to factory. The responsibility for the fulfilment of the standard rests with the exporter, who will receive the label.
 - o Announced and unannounced Inspections are carried out by XertifiX.
 - o XertifiX inspectors decide whether the label can be issued or not.
 - o In the next 5 years the standard setting part (XertifiX Germany) and the certification body (XertifiX India) remain within in one organisation (XertifiX), and hence, also the body for accreditation body, who acknowledges the certification body (XertifiX India)
- After receiving the certificate, there must be an independent audit within 3 years.

Content of the Standard:

1. Objectives:

- Future perspectives for the children of quarry and factory workers
- Export of Indian natural stones for the well-being of all the workers involved (and not just for the utility of a few)
- Livable living conditions in the communities of the quarry and factory workers
- Protection of the environment

2. Principles:

1. Protection of children (age below 15) and young workers (age 15-18)
2. Health and protection of the personal
3. Fair treatment of the personal by the management
4. Co-Responsibility of the employer for adjacent communities of worker families
5. Sustainable treatment of the environment

3. Criteria:

0. Compliance with national law and international conventions

1. Protection of children (age below 15) and young workers (age 15-18)

- 1.1. Children below 15 years are not allowed to work in factories and quarries (in the sense of ILO convention 138)
- 1.2. If children are found working in quarries or factories, they are immediately to be released from the work. The employer has to make sure, that their families have sufficient means to let them go to school.
- 1.3. Young workers are not allowed to carry out work that might harm their health or morality (in the sense of ILO convention 182)

2. Health and protection of personal

2.1. Safe and healthy working place

- 2.1.1. Shadow shelter
- 2.1.2. Potable water
- 2.1.3. Clean sanitary facilities
- 2.1.4. Reduction of dust
- 2.1.5. After blasting there has to be a 24h idle time, where no work is carried out in the quarry
- 2.1.6. In factories: Installation of protection mechanisms at machines
- 2.1.7. In case of danger, the personal is allowed to leave the working place

2.2. Provision of protective measures for the workers

- 2.2.1. Boots, helmet, eye/ear protection, breathing mask

2.3. Medical treatment

- 2.3.1. First aid kit with all relevant medicines not expired
- 2.3.2. Doctor/hospital in reachable distance or transport service by the employer

2.4. Training in health and security issues

- 2.4.1. Appointment of a person from management or workers, who is responsible for health and security at the working place
- 2.4.2. Annual instruction and training through XertifiX until production is conform with the standard
- 2.4.3. Annual training by the work representative

- 2.5. Documentation: Accidents and all incidents regarding security and health have to be documented in written form

3. Management: fair treatment of personal

3.1. No bonded labour in the sense of ILO conventions 29 and 105

- 3.1.1. In case of immediate danger the personal is allowed to leave the working place
- 3.1.2. If personal can give a reasonable explanation to the employer they are allowed to leave the working place
- 3.1.3. Employment of personal must not be in any connection with human trafficking

3.2. Freedom of assembly and collective bargaining in the sense of ILO conventions 87 and 98

- 3.2.1. Workings have the right to build, join or organize unions and to bargain collectively with their employer
- 3.2.2. Workers have the right to nominate one or more representatives of themselves to represent their interests. This person can also be contact person in matters of this standard.

3.3. No discrimination (in the sense of ILO conventions 100 and 111) in reference to race, nationality, caste, religion, disability, sexual orientation, family responsibility, union membership, political views, age or other aspects, that could be a reason for discrimination.

- 3.3.1. No discrimination in reference to hiring, payment, allowances, job promotion, or termination of employment.
- 3.3.2. No discrimination in reference to practices that could follow from the above mentioned personal aspects.
- 3.3.3. No exploitation, mistreatment, insult, sexual assault.

3.4. Contracts

- 3.4.1. Transparency at the employment of personal
- 3.4.2. Written contracts in the language of personal, particular for migrant labour or seasonal worker

3.5. Working Hours

- 3.5.1. The duration of the working week is restricted by national law, but must not extend 48h.
- 3.5.2. Maximum 10h work / day.
- 3.5.3. After maximum of six succeeding working days there must be at least one day off.

3.6. Payment

- 3.6.1. Payment of “Living Wages”: the payment must be enough to satisfy the basic needs of personal and their family and to permit an adequate income.
- 3.6.2. No reduction of wage as disciplinary measure.
- 3.6.3. The wage of the worker must be fixed in a written contract.
- 3.6.4. Punctual payment of the salary.
- 3.6.5. To avoid bonded labour: No advance payment creating dependency of the worker to the employer
- 3.6.6. The right, to change employer and working place, whenever the employee wishes.
- 3.6.7. ESI (Employees State Insurance) and PF (Provident Fund) → a small portion amount for each employee should be paid to the government for ensuring the future of the worker and the health of the worker (if there are more than 7 workers for more than 200 days)

3.7. Information

- 3.7.1. The employer must inform his employees in written local language about his joining the standard. XertifiX is able to provide the hard facts on laminated leaflet.
- 3.7.2. The public and interested groups are to be informed about joining the standard.
- 3.7.3. The employer is responsible for monitoring the successful steps in complying with the standard and for taking corrective measures.
- 3.7.4. The employer is responsible for informing his employees that they have the possibility of complaining to their representative or to XertifiX. The XertifiX contact number is to be openly accessible.

4. Co-Responsibility of the employer for adjacent communities of worker families

- 4.1. In case the employer is providing shelter for the workers, he is responsible for their cleanliness and sanitary facilities and potable water are provided.
 - 4.1.1. that the adjacent community of workers is provided with potable water
 - 4.1.2. that their houses are constructed in such a way that they can withstand natural forces (blasting, insects, snakes, strong winds)
 - 4.1.3. that a school is accessible from the community in walking distance. If not, the employer has to provide a shuttle service for the children to reach the next school.

5. Environment

- 5.1. Survival of every one based on protected environment and
- 5.2. We are exploiting the natural resources, so we have to replace
 - 5.2.1. Especially in the quarry area: working against the environment, and that way reduce the harm (plantation)

5.2.2. Recycling of contaminated water

5.2.3. Usage of chemical, blasting materials

4. Verification means

- 1. *Announced and unannounced Inspections with written reports***
- 2. *Questionnaires of personal and management***
- 3. *Complaint mechanism***