

# XertifiX Standard

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**Next Revision: October 2016 - April 2017**

## **Owner of the Standard**

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## **Status of the standard**

This is the translation of the official version of the XertifiX standard, that has been approved by the XertifiX Board. The German version of the standard is legally binding, also in case of inconsistencies between different versions of the standard.

## **Official language of the standard:**

German

**First publication of the standard: 2006**

## ILO Core Labour Conventions

1. No Child Labour (ILO Conventions Nr. 138 and Nr. 182)
  - a. Children below 15 years are not allowed to work (ILO Conventions 138)
  - b. If children below 15 years are found, they have to be released from their work immediately and it has to be ensured, that their families have sufficient financial means to send their children to school
  - c. Young workers below 18 years are not allowed to do hazardous work (ILO Convention 182)
2. No Bonded Labour (ILO Conventions Nr. 29 and Nr. 105)
  - a. Employees are allowed to leave the workplace when they finish their working day
  - b. The employment of workers is not connected to human trafficking
  - c. No use, attempted or threatened use of physical force against the employees
3. Labour Union Access and Collective Bargaining (ILO Conventions Nr. 87 and Nr. 98)
  - a. Workers have the right to organise or join unions and to bargain collectively
  - b. The Employees have the right to name or elect one or more representatives
4. No Discrimination (ILO Conventions Nr. 100 and Nr. 111)
  - a. No discrimination due to factors such as race, ethnicity, nationality, class, religion or belief, sex, sexual orientation, gender identity, age or health status or due to any other factor that could be used to discriminate.
    - i. In reference to employment, payment, or job promotion.
    - ii. In reference to any kind of practices that could result from one the mentioned factors.
  - b. Prohibition of any kind of exploitation, mistreatment, insult or sexual harassment.

## Health and Protection of Workers

1. Responsibility
  - a. Designation of responsible staff for health and safety
  - b. Realisation of an annual safety training
  - c. Risk-Assessment: written documentation of accidents and the application of adequate measures to avoid such accidents in the future
  - d. Information to all staff about the work and the purpose of XertifiX (regarding especially the rights and duties of the workers by way of the fulfilment of this standard)

2. Healthy Workplace
  - a. Provision of shadow shelter
  - b. Provision of drinking water
  - c. Provision of sanitation facilities
3. Safe Workplace
  - a. Provision and usage of masks, eye protection, helmets, ear protection and boots
  - b. Safety measures on machines (installation and usage)
  - c. Dust must be reduced as much as possible
  - d. 12h Stop of work after blasting (afternoon blasting suggested)
  - e. In case of danger, the right of the employee to leave his workplace
4. Medical Care
  - a. First Aid Box (with all necessary, non-expired medicine)
  - b. Annual First Aid Training
  - c. Doctor / Hospital nearby or transportation by employer to the doctor / hospital in case of accident or illness during working hours

## Contractual Issues

1. Employment
  - a. Written Company contracts also in the language of workers
  - b. The right to change the employer according to the contract (avoidance of „semi-bonded labour“)
2. Fair Labour Conditions: Payment
  - a. Payment of minimum wage according to the local law
  - b. Payment of living wage, if the minimum wage is below the living wage (the wage to satisfy basic needs and earn a small income) (ILO Convention 131)
  - c. Punctual payment according to the contract
  - d. No wage reduction as disciplinary measure
  - e. No advanced payment that creates dependency (avoidance of „semi-bonded labour“)
  - f. Payment of mandatory social insurances (e.g. the „Employees State Insurance“ and „Provident Fund“)
3. Fair Labour Conditions: Working Hours
  - a. Working hours maximum 8h per day and maximum working hours per week according to the local law, but not more than 48h (ILO Convention 1)
  - b. At least one day off after 6 working days
  - c. Overtime work is voluntary and must be paid at higher rates than regular work (ILO Recommendation R116); it shall not exceed 12h per week.
4. Women's Rights: Compliance with all gender guidelines
  - a. Less work for pregnant women and special leave at pre and post-delivery according to local law

# Standard-Criteria



- b. Provision of facilities for babies at workplace (in case women workers bring them to the working place)
- c. Equal wage for equal work

## Environmental Protection

1. Ecosystem
  - a. Reforestation
  - b. Re-Establishing the original ecosystem
2. Pollution and Waste Management
  - a. Recycling of material and/or re-use of materials
  - b. Avoidance and regular disposal of waste materials (clean working place) as Measures of pollution control
3. Water Management: Reduction to minimum of Water consumption
  - a. Water saving installations (e.g. installations for the re-usage of water or the usage of rain water)
4. Electricity Management: Reduction to minimum of Electricity consumption
  - a. Replacement of old power consuming machines by newer power saving ones
  - b. Installation of other electrical equipment for power saving
  - c. Usage of renewable energy sources (RES)

## Community

1. Free prior informed consent
2. Living conditions of the workers
  - a. Availability of Drinking water
  - b. Availability of Sanitation facilities

## Transparency and traceability to the quarry

## Legality of the production sites