

- 3.2 The company shall appoint a senior management representative responsible for the health and safety of all personnel, and accountable for the implementation of the health and safety elements of this standard;
- 3.3 The company shall ensure that all personnel receive regular and recorded health and safety training, and that such training is repeated for new and reassigned personnel;
- 3.4 The company shall establish systems to detect, avoid, or respond to potential threats to the health and safety of all personnel;
- 3.5 The company shall provide, for use by all personnel, clean bathrooms, access to potable water, and, if appropriate, sanitary facilities for food storage;
- 3.6 The company shall ensure that, if provided for personnel, dormitory facilities are clean, safe, and meet the basic needs of the personnel.

4. Freedom of Association and Right to Collective Bargaining

Criteria:

- 4.1 The company shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively;
- 4.2 The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all such personnel;
- 4.3 The company shall ensure that representatives of such associations are not subject to discrimination and that such representatives have access to their members in the workplace.

5. Discrimination

Criteria:

- 5.1 The company shall not engage in or support discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation;
- 5.2 The company shall not interfere with the exercise of the rights of personnel to observe tenets or practices, or to meet needs relating to race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation;
- 5.3 The company shall not allow behaviour, including gestures, language, and physical contact, that is sexually coercive, threatening, abusive or exploitative.