



Bureau Veritas Certificación

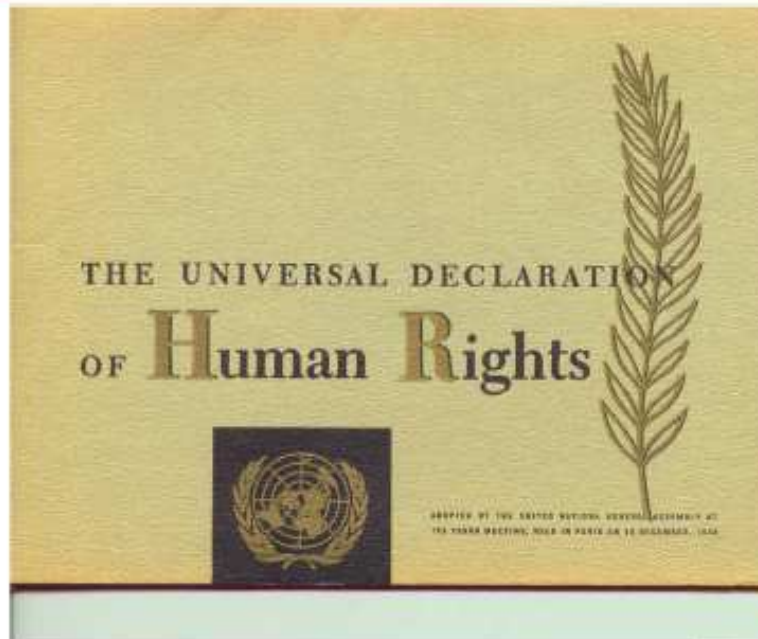
El estándar SMETA



**BUREAU
VERITAS**

For the benefit of business and people

The Universal Declaration of Human Rights



10 December 1948



A young girl doing her school-work in Karachi, Pakistan. According to the Universal Declaration of Human Rights, everyone has the right to free primary education. (UN Photo)



The ILO is the international organization responsible for drawing up and overseeing international labour standards. It is the only 'tripartite' United Nations agency that brings together representatives of **governments**, **employers** and **workers' representatives** to jointly shape policies and programmes promoting Decent Work for all.

Since its foundation in 1919, the ILO has adopted 188 Conventions and 200 Recommendations including human rights at work, occupational safety and health, employment policy and human resources development.



Ethical Trading Initiative (ETI)



- The code of conduct has been elaborated by an alliance of companies, trade unions and voluntary organizations.
- Their goal is to ensure that the working conditions of workers producing for the UK market meet or exceed international labour standards.
- It is composed of two key elements: the ETI Base Code and the accompanying Principles of Implementation
- Produces guidelines aimed at the improvement of ethical trade
- Companies with a commitment to ethical trade adopt a code of labour practice that they expect all their suppliers to work towards. Such codes address issues like wages, hours of work, health and safety and the right to join free trade unions.
- Members: Tesco, WH Smith, Burberry Group, The Body Shop International, Sainsbury's, Tchibo GmbH, Marks&Spencer, London Underground, etc.



Ethical Trading Initiative Respect for workers worldwide

ETI Base Code with ILO/UN/American Approvals

THE ETI BASE CODE

1. EMPLOYMENT IS FREELY CHOSEN
 - 1.1 There is no forced, bonded or involuntary prison labour.
 - 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.
2. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED
 - 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
 - 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
 - 2.3 Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
 - 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.
3. WORKING CONDITIONS ARE SAFE AND HYGIENIC
 - 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or resulting in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
 - 3.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
 - 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
 - 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
 - 3.5 The company observing the code shall assign responsibility for health and safety to a senior management representative.

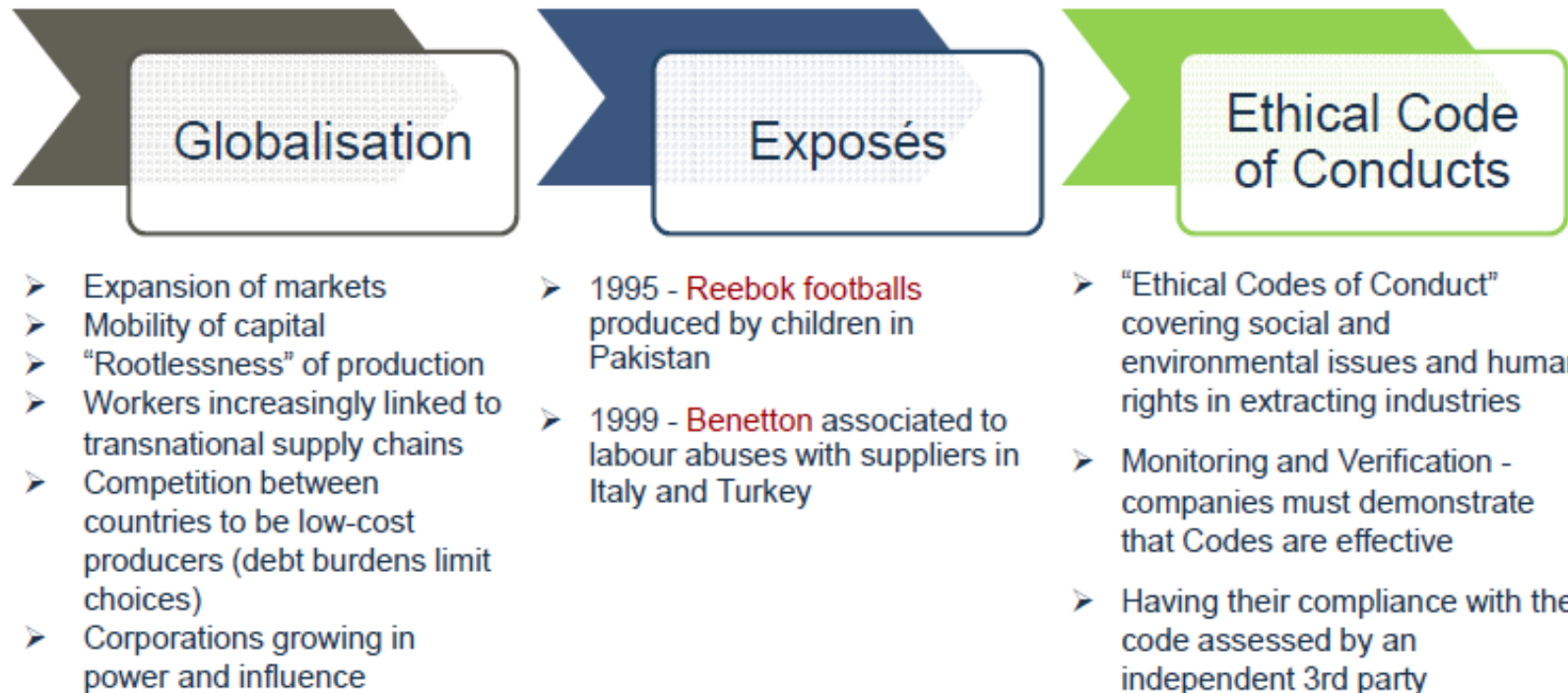
www.ethicaltrade.org



What has caused private companies to get involved?



Governments struggle to apply internationally accepted labour standards



What is Sedex?



Sedex = **S**upplier **E**thical **D**ata **E**xchange

Sedex is a web based system which:

- Allows suppliers to maintain data on ethical & responsible practices on their sites of employment;
- Allows suppliers to share this information with their customers;
- Allows organisations to manage and monitor issues in their supply chains.



What is SMETA?

SMETA = Sedex Members Ethical Trade Audit

- SMETA is an audit used by brands and retailers that are members of Sedex
- SMETA audit requirements are based on the ETI Base Code with SMETA additions

SMETA 2 Pillar Audit

- Labour Standards.
- Health & Safety.
- Entitlement to work; Subcontracting and homeworking; Environment (shortened)

SMETA 4 Pillar audit

- Labour Standards.
- Health & Safety.
- Entitlement to work; Subcontracting and homeworking; Environment (extended)
- Business Practices



Core Principles



Respect for human rights & ethical trade practices



Core labour rights & dignity at work



Health and safety in the workplace



Fair remuneration



Freedom of association



Diversity and respect for difference



Opportunity for development



Business integrity : no bribery or illegal trade



Respect for the environment



Why is Responsible Sourcing so important

