

A. 3 – ISO 26 CORE SUBJECTS – ASSESSMENT OF THE SUGAR Code of Conduct (28.2.2012)

CSR CODE OF CONDUCT	ISO 26 000 CORE SUBJECTS							SOCIAL PARTNERS COMMENTS (References to sugar CoC)	NOT DIRECTLY COVERED
	6.2 Org Gov <u>OG</u>	6.3 Human Rights <u>HR</u>	6.4 Labor Pract <u>Lab</u>	6.5 Environ <u>Env</u>	6.6 Fair Op Practices <u>FOP</u>	6.7 Principles Consid <u>Con</u>	6.8 Commu nity Involv/ Dev <u>CID</u>		
I- INTRODUCTION	X			X	X	X	X	<p><u>OG</u>: Footnote 1.:CEFS mandate + European ESSD CEFS/EFFAT <u>Env</u>: Footnote to be added §7 : CIBE-CEFS regular report – Not directly covered by CoC- Work on REACH – ETS etc – <u>Con</u>: SR regarding consumers/customers : Intro § 1 last sentence - § 6 - § 7 – Not further relevant for sugar partners : responsibility of companies and/of public authorities</p> <p><u>FOP</u>: CoC on CSR is related to all stakeholders : Employees, consumers, customers, shareholders, suppliers, public and financial authorities, European Commission, WTO... (§6) – For suppliers also see St. 8 - § 1) <u>CID</u> : Holistic view (see CoC Intro – last §)</p>	<p><u>ENV</u> considerations 6.5.2.2 and related actions 6.5.3.2. p. 42-43 ISO 26 – Energy efficiency 6.5.4.1. - Climate change 6.5.5.2.1 p. 45</p> <p>Not relevant for sugar partners – Covered by CIBE-CEFS – Environment working group</p> <p><u>Con</u> : <u>Consumer issues</u> (ISO 6.7 p. 51) : Not relevant for social partners</p>
II – MINIMUM STANDARDS (Introduction)	X				X			<p><u>OG + FOP</u>: Comply with minimum standards & promote them beyond the area of activities for which the CEFS has a mandate</p>	
Standard 1 Human Rights		X	X					<p><u>HR</u> : Ref. Universal Declaration – ILO 29, 87, 98, 100, 111, 135, 138, 182 + EU legislation against all forms of discrimination and promoting equal treatment for men & women - <u>Lab</u> : Respect of ILO international labour standards</p>	<p>HR - Due diligence 6.3.3. HR risk situations 6.3.4 Complicity 6.3.5 Resolving grievance 6.3.6 Responsibility of companies</p>

CEFS Code of Conduct (followed)	ISO core subjects (followed)							Social partners comments	Not yet covered
	6.2 OG	6.3 HR	6.4 Lab	6.5 Env	6.6 FOP	6.7 Con	6.8 CID		
Standard 2 Education-Voc-Lifelong training			X				X	<p>Lab : Training and skills development Providing the best possible skills – Training to production process, to H& S – Apprenticeship – Employability tool – CID : Apprenticeship : CoC St. 2 § 3 : offer more young people training periods and places as apprentices in order to improve their skills on the labour market. Tool on employability – CID Example of good practices : Cooperation between companies and schools/universities (Germany), Professional Qualification Certificates creating gateways in in agro-food (France), retraining foundation (Austria)</p>	
Standard 3 H&S			X					<p>Lab : special attention given to H&S in the European Sugar Industry – See CoC St.3 – Going beyond the framework H&S EU legislation of 1989 – Specific training programmes taking into account the specific hazards linked to the manufacturing process implemented in all factories with a special attention to prevention. Ref. Interactive tool developed in 2000 on H&S called Leonardo Kit developed in all EU languages and circulated to all factories. Example of good practice : vaccination – early detection of disease (SK) -</p>	
Standard 4 Relationship social partners			X					<p>Lab: recognition of worker organisations - collective bargaining – Information-consultation – Existence of an official European social sectoral dialogue committee (on scope of action also see St. 7 - § 1)</p>	
Standard 5 Fair pay			X					<p>Lab : Decent standard of living – Equal pay for equal work – Ref. Universal Declaration – ILO tripartite declaration – ILO 100 – EU 141 = TFEU 157 – Directive 2000/78/EC –</p>	

CEFS Code of Conduct (followed)	ISO core subjects – (Followed)							Social partners comments	Not directly covered
	<u>6.2</u> <u>OG</u>	<u>6.3</u> <u>HR</u>	<u>6.4</u> <u>Lab</u>	<u>6.5</u> <u>Env</u>	<u>6.6</u> <u>FOP</u>	<u>6.7</u> <u>Con</u>	<u>6.8</u> <u>CID</u>		
Standard 6 Working conditions			X					<u>Lab</u> : Applying EU legislation on working conditions and working time – Specific sectoral agreements on working time during the sugar campaign -	
Standard 7 Restructuring			X		X		X	<u>Lab</u> : Information, exchange of views and if needed joint action on all issues having an economic & social impact for the sugar sector – Regular information/consultation on restructuring – In case of social impact the industry acts in a socially responsible way. Steps are taken to improve the employability of employees – Managing change – Skills development (see web based tool on employability + Practical Guide to structural funds) <u>FOP</u> : In case of restructuring socially responsible response – <u>CID</u> : Examples of good practices : reindustrialisation of industrial sites (France) – Creation of new alternative activities (Italy)	
Standard 8 Business Relations					X			<u>FOP</u> : The European sugar industry will contribute to circulate CSR at global level. It supports all European provisions aimed at counteracting fraud and corruption in trade. In the context of business ethics, it undertakes to comply with the OCDE guidelines for multinational companies and promote them. Choice of suppliers : the European sugar industry expects a socially responsible behaviour from its suppliers (see CoC § 1).	

CEFS CODE OF CONDUCT	ISO 26 000 GUIDANCE	<u>Comments & additional information</u>	
III - MONITORING	<p>REPORTING (clause 7.7) :</p> <p>Monitoring of the progressive implementation of the Code of Conduct by CEFS and EFFAT within the context of the Sectoral Social Dialogue Committee.</p> <p>Annual report covering each calendar year presented in February of the following year at the plenary meeting of the SSDC sugar.</p> <p>Reports provide all information on economic topics having a social impact for the sector, as well as responsible management of restructuring or economic crisis and concrete implementation of the Code.</p>	<p>8 CSR reports have been published since the launch of the Code of Conduct in February 2003 –</p> <p>These reports are available on the public joint website www.eurosugar.org as well as examples of good practices and joint web based tools.</p>	
ADDITIONAL PRACTICAL INFORMATION REGARDING THE CODE OF CONDUCT	<p><u>Tool</u> : CSR Code of Conduct in the European Sugar Industry established in 2003 on a voluntary basis.</p> <p><u>Scope</u> : the Member of CEFS operating in countries where the CEFS is represented and within the field of activity of CEFS (Footnote 1of the CoC).</p> <p><u>Framework</u> : officially recognized European sectoral social dialogue committee for sugar within the European sectoral social dialogue.</p> <p><u>Issues covered</u> : 7 HR minimal standards + 1 standard on Business relations and choice of suppliers .</p> <p><u>Examples of good practices</u> : almost 50 examples going beyond each of the eight minimum standards - Regularly updated .</p> <p><u>Joint interactive projects</u> :</p> <ul style="list-style-type: none"> .2000 : Leonardo Kit for safety thorough training circulated in all factories. . 2006 :web based practical Guide on access to EU structural funds. . 2010 : web based tool on developing employability in the sugar industry. 		