

Labor Right and Working Conditions

Carbon Standards International

Preamble

The assessment serves as a mandatory self-evaluation tool for proponents to demonstrate their commitment to respect, protect and fulfill the rights of all workers engaged in the operations and value chain. It is designed to verify compliance with labor and employment law of the jurisdiction in which the organization operates, as well as alignment with [the International Bill of Human Rights](#).

Aim of the document

This document aims to ensure that all activity proponents uphold fair, safe and equitable working environment in accordance with applicable labor laws and human rights principles. This document will be validated and verified by Validation and Verification Body.

This project complies with the laws and regulations of the jurisdiction in which it operates and the International Bill of Human Rights, which encompasses but is not limited to:

1. Labor Right

1.1. Employment

- 1.1.1.** All employees are registered with the appropriate authorities and have a work permit
- 1.1.2.** All employees have contracts that include the following points:
 - Scope and limits of responsibilities
 - Wages and working hours
 - Overtime compensation and leisure time
 - Social benefits
- 1.1.3.** There is no forced, bonded or involuntary prison labor.
- 1.1.4.** Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.2. Freedom of association and the right to collective bargaining are respected

- 1.2.1.** Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 1.2.2.** The employer adopts an open attitude towards the activities of trade unions and their organizational activities.
- 1.2.3.** Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 1.2.4.** 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.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.3. Fair Treatment

1.3.1. Provide a workplace environment that upholds the principles of fairness, dignity, and respect for all employees.

1.3.2. Harassment, bullying, or discriminatory behaviour of any kind should not be tolerated and will be subject to immediate disciplinary action. Such report should be handled confidentially.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.4. Non-Discrimination

1.4.1. Ensure that all individuals are treated equitably, without discrimination based on race, ethnicity, gender, age, religion, disability, sexual orientation, marital status, socioeconomic background, or any other characteristic protected by applicable laws.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.5. Equal Opportunities

1.5.1. All employment decisions shall be based solely on merit, qualifications, and job-related performance. Actively promote equal opportunities and encourage diversity and inclusion in all aspects of the operations.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.6. Child Labor

1.6.1. No individual under the age of 18 shall be employed in any role that involves hazardous work, including but not limited to biochar production, kiln operation, feedstock handling, or any activity that may pose a risk to their health, safety, or development.

1.6.2. Committed to upholding the rights of children and complying with all applicable local, national, and international laws regarding minimum working age.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.7. Safety Environment

- 1.7.1.** Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.8. Fair Compensation/ Wages

- 1.8.1.** Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- 1.8.2.** All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- 1.8.3.** Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

1.9. Regular Employment

- 1.9.1.** To every extent possible work performed must be based on recognized employment relationship established through national law and practice.
- 1.9.2.** Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labor-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

2. Working Conditions

2.1. Working Hours

- 2.1.1.** Working hours must comply with national laws, collective agreements, and the provisions of 2.1.2 to 2.1.6 below, whichever affords the greater protection for workers. 2.1.2 to 2.1.6 are based on international labor standards.
- 2.1.2.** Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week*).
- 2.1.3.** All overtime shall be voluntary. Overtime should be used responsibly, considering all the following: the extent, frequency and hours worked by individual workers and the workforce. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate.
- 2.1.4.** The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 5.5 below.
- 2.1.5.** Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where all of the following are met:
- This is allowed by national law;
 - This is allowed by a collective agreement freely negotiated with a workers' organization representing a significant portion of the workforce;
 - appropriate safeguards are taken to protect the workers' health and safety; and
 - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.
- 2.1.6.** Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period*).

**International standards recommend the progressive reduction of normal hours of work, when appropriate, to 40 hours per week, without any reduction in workers' wages as hours are reduced.*

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

2.2. Health and Safety Requirement

- 2.2.1.** All production sites must comply with local health, safety, and environmental regulations.
- 2.2.2.** Protective equipment must be provided to the workers.
- 2.2.3.** Company should identify the health and safety risk and have a mitigation plan.
- 2.2.4.** Workers trained in the health, safety and environment on regular basis. Documentation and attendance list must be provided.

☐ YES	Project comply with the criteria
☐ NO	Project does not comply with the criteria <i>(Please give explanation about the alternative measures)</i>

Declaration and Signature

I hereby declare that the information provided in this self-declaration form is true, accurate, and complete to the best of my knowledge. I understand that it is my responsibility to update this information if any changes occur and that the documentation provided is subject to validation and verification by Validation and Verification Body.

I confirm that the project complies with the labor rights and working condition requirements outlined in this form, including the prohibition of child labor, adherence to fair employment practices, and provision of a safe and healthy work environment.

I acknowledge that any failure to comply with the standards set forth may result in corrective actions.

Name of Project	
C-Sink Manager (Company)	
C-Sink Manager (Person in Charge)	
E-mail	
Location	
Date	
Signature	