

Society Sub-Performance Aspect	Indicator name
Core labor standards	
Human rights training	<b>US</b>
Non-discrimination	<b>Non-discrimination practices incl. Suppliers</b>
Freedom of Association and Collective bargaining	<b>Practices on freedom of association and collective bargaining</b> <b>Freedom of association and collective bargaining in own organization</b> <b>Employees covered by collective bargaining agreements</b> <b>Freedom of association and collective bargaining in suppliers' organizations</b>
Prevention of forced, compulsory and child labor	<b>Practices on forced, compulsory and child labor</b> <b>Child labor in own organization</b> <b>Child labor in suppliers' organizations</b> <b>Forced and compulsory labor in own organization</b> <b>Forced and compulsory labor in suppliers' organizations</b>
Health	
Workplace safety	<b>Workplace safety practices</b> <b>Formal joint management-worker health and safety committees</b> <b>Agreements with trade unions on health and safety</b> <b>Training hours for health and safety</b>
State of health	

	<b>Workers with high incidence or high risk of diseases</b>
	<b>Injuries according to risk level</b>
	<b>Injuries per capita</b>
	<b>Work-related fatalities</b>
	<b>Injury rate</b>
	<b>Occupational disease rate</b>
	<b>Lost day rate</b>
	<b>Absentee rate</b>
<b>Health promotion</b>	
	<b>Health promotion practices</b>
	<b>Contributions to the food security and food sovereignty of the community</b>
	<b>Access to affordable and adequate health care</b>
	<b>Access to decent housing</b>
<b>Diversity &amp; equality</b>	
<b>Diversity of workforce</b>	
	<b>Hiring practices</b>
	<b>Workforce by gender</b>
	<b>Workforce by age</b>
	<b>Workforce by nationality</b>
	<b>Workforce by religious/ethnic background</b>
	<b>Employees with disabilities in %</b>
	<b>Hiring from local community</b>
<b>Equality of employees</b>	
	<b>Practices on equality of (potential) employees</b>
	<b>Employee equality initiatives</b>
	<b>Femals in management</b>
	<b>Equal payment for women and men</b>
	<b>Return to work after parental leave</b>
<b>Employee Loyalty and Motivation</b>	
<b>Employment relations</b>	
	<b>Employment practices</b>
	<b>Contracted employees</b>
	<b>Workforce by contract</b>

	<b>Workforce by employment type</b>
	<b>Seasonal workers</b>
	<b>Self-employed and sub-contracted workers</b>
	<b>(Over-)Time tracking</b>
	<b>Work-life-balance</b>
	<b>Minimum notice period of operational changes</b>
Employee fluctuation	
	<b>Employee turnover</b>
	<b>New employee hires</b>
Governance & Compliance	
Alignment towards Sustainable Development	
	<b>Strategy for Sustainable Development</b>
	<b>Governance structure</b>
	<b>Significant changes</b>
Risk Management	
	<b>Due Diligence and risk management</b>
	<b>Impacts, risks, and opportunities of organization's activities</b>
	<b>Governance of tenure</b>
	<b>Investments and human rights (practices)</b>
	<b>Investments and human rights (share)</b>
	<b>Impacts, risks, and opportunities of trends</b>
	<b>Risks and opportunities due to climate change</b>
Compliance with laws and regulations	
	<b>Practices for assuring compliance</b>
	<b>Non-monetary sanctions for non-compliance</b>
	<b>Significant fines for non-compliance</b>
	<b>Corruption risk</b>
	<b>Anti-corruption activities</b>
	<b>Incidents of corruption</b>
	<b>Legal actions for anti-competitive behavior</b>
Participation and Transparency	
	<b>Participation and transparency practices</b>
	<b>Stakeholder groups</b>
	<b>Stakeholders' topics and concerns</b>
	<b>Effective participation and/or conflict resolutions</b>
	<b>Implemented grievance mechanisms</b>
	<b>Number of grievances</b>
Audits & Grievance Management	
Internal sustainability audits	

	<b>Internal holistic audit practices</b>
	<b>Operations audited</b>
	<b>Incidents and related remedies / restorations (internal)</b>
	<b>Sales revenues according to responsible production standards</b>
Supply chain sustainability audits	
	<b>Supplier holistic audit practices</b>
	<b>Traceability system</b>
	<b>Traceable raw materials</b>
	<b>Purchase volume according to responsible production standards</b>
	<b>Amount of holistic audits</b>
	<b>Negative impacts in the supply chain</b>
	<b>Positive impacts in the supply chain</b>
Advocacy for sustainable development	
Public policy	
	<b>Practice regarding public policy</b>
	<b>Lobbying activities</b>
	<b>Political contributions</b>
Initiatives for standard improvements	
	<b>Memberships in active sector initiatives</b>
	<b>Charters, principles, or other initiatives</b>