



DECLARATION FORM – CORPORATE SOCIAL RESPONSIBILITY WITH REGARD TO LABOUR ASPECTS

Commission Decision (EU) establishing the EU Ecolabel criteria for absorbent hygiene products and for reusable menstrual cups

Declaration for the Corporate Social Responsibility with regard to labour aspects for absorbent hygiene products

This declaration is to be filled in by the applicant or by the supplier of the absorbent hygiene product. The declaration shall be based on the best of the applicant's/supplier's knowledge at the time of declaring.

Applicant/supplier name _____

Applicant/supplier address _____

Applicant/supplier of:

(please specify) _____

Name of the absorbent hygiene product(s): _____

Type of the absorbent hygiene product: _____

I declare that I will keep the competent body informed if any changes to our products or processes are made which influence the validity of this declaration

Criterion 11: Corporate Social Responsibility with regard to labour aspects

I declare that, the following principles included in the International Labour Organisation's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy¹; the UN Global Compact (Pillar 2)²; the UN Guiding Principles on Business and Human Rights³; and; the OECD Guidelines for Multinational Enterprises⁴, have been respected by the final absorbent hygiene product assembly site of the absorbent hygiene product(s).

¹ ILO NORMLEX (<http://www.ilo.org/dyn/normlex/en>) and supporting guidance.

² United Nations Global Compact (Pillar 2), <https://www.unglobalcompact.org/what-is-gc/participants/141550>.

³ Guiding Principles for Business and Human Rights, <https://www.unglobalcompact.org/library/2>.

⁴ OECD Guidelines for Multinational Enterprises, <https://www.oecd.org/daf/inv/mne/48004323.pdf>.



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(i) Child Labour:

- Minimum Age Convention, 1973 (No 138)
- Worst Forms of Child Labour Convention, 1999 (No 182)

(ii) Forced and Compulsory Labour:

- Forced Labour Convention, 1930 (No 29) and 2014 Protocol to the Forced Labour Convention
- Abolition of Forced Labour Convention, 1957 (No 105)

(iii) Freedom of Association and Right to Collective Bargaining:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No 98)

(iv) Discrimination:

- Equal Remuneration Convention, 1951 (No 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No 111)

Supplementary provisions:

(v) Working Hours:

- ILO Hours of Work (Industry) Convention, 1919 (No 1)
- ILO Weekly Rest (Industry) Convention, 1921 (No 14)

(vi) Remuneration:

- ILO Minimum Wage Fixing Convention, 1970 (No 131)
- ILO Holidays with Pay Convention (Revised), 1970 (No 132)
- Living wage: The applicant shall ensure that wages (excluding any taxes, bonuses, allowances, or overtime wages) paid for a normal work week (not exceeding 48 hours) shall be sufficient to afford basic needs (housing, energy, nutrition, clothing, health care, education, potable water, childcare, and transportation) of worker and of a family of four people, and to provide some discretionary income. Implementation shall be audited with reference to the SA8000 guidance on 'Remuneration'.

(vii) Health & Safety:

- ILO Safety in the use of chemicals at work Convention, 1981 (No 170)

Date:

July 2023

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- ILO Occupational Safety and Health Convention, 1990 (No 155)
- ILO Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No 148)

(viii) Social protection and inclusion:

- ILO Medical Care and Sickness Benefits Convention, 1969 (No 130)
- ILO Social Security (Minimum Standards) Convention, 1952 (No 102)
- ILO Employment Injury Benefits Convention, 1964 (No 121)
- ILO Equality of Treatment (Accident Compensation) Convention, 1925 (No 19)
- ILO Maternity Protection Convention, 2000 (No 183)

(ix) Fair dismissal:

- ILO Termination of Employment Convention, 1982 (No 158).

It is mandatory to submit supporting information:

- I attach copies of the most recent version of the code of conduct for each final product assembly plant for the model(s) to be ecolabelled (consistent with the provisions specified above)*
- I attach copies of the supporting audit reports for each final product assembly plant for the model(s) to be ecolabelled (adding a web link to where online publication of the results and findings can be found)*
- I attach valid certifications from third-party schemes or inspection processes of audit compliance for each final product assembly plant for the model(s) to be ecolabelled (consistent with the provisions specified above) and not more than 12 months old, on the date of application*



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I, the undersigned, hereby declare that all the documents provided to demonstrate the accomplishment with the criteria are true and correspond to reality.

Place and date:	Company name/stamp:
Responsible person, phone number and e-mail:	Signature of responsible person: