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| **GOTS 4.4: Human Rights & Social Criteria:** The social criteria described below apply to all textile processing, manufacturing, and trading stages which are employing workers. While it is understood that GOTS does not apply at  the farm level, the same principles and requirements apply to the farm level, taking account for its specific nature and recognizing the limited direct monitoring and assurance possibilities with this standard. The Certified Entity shall respect human rights. The Certified Entity shall avoid causing, contributing, soliciting, encouraging, or supporting human rights abuse through their activities.  Further, the Certified Entity shall address any adverse human rights impacts or risks thereof for which they are responsible or with which they are involved. For adequate implementation and assessment of the following specific criteria adherence to the corresponding International Labour Conventions of the International Labour Organization (ILO), United Nations Guiding Principles on Business and Human Rights (UNGPs) and OECD shall be assured. Certifiers are expecting to study, assimilate, and consider local national conditions in their risk assessment while conducting inspections and Audits. Extensive resources are available within the [**Manual for the Implementation of GOTS**](https://global-standard.org/downloads#standardandmanual).  Certified Entities shall create awareness on GOTS social criteria within their workforce by appropriate means. GOTS requires operations assign a Social Compliance Manager and that the workers nominate a Social Accountability Representative from the staff who can provide feedback to the management regarding the implementation and compliance with the Social Criteria.  During your inspection, please ensure the following documentation is available for review to verify compliance to the GOTS Social Criteria Standard:  ► Employee Handbook  ► Quality Manual  ► Training documentation  ► Human Rights Policies  ► Certificate or documentation for other Social Compliance Audits (e.g., SA8000; Fair Trade, SMETA, WRAP, FLA, etc.)  ► Lists of workers with individual employee records available, as applicable | | | | |
| **Certified Entity:** | |  | **Date:** |  |

► **Complete this form if you are seeking GOTS Certification and employ individuals.**

**Facility covered by this plan, if different than main operation:**

1. Please provide the name of the Health and Safety Manager:
2. Please provide the name of the person responsible for Social Compliance (HR):
3. Please provide the name of the employee nominated Social Accountability Representative:
4. Please provide the name of the person in charge of Safety and Training:
5. Is Employment freely chosen?  Yes  No
   1. Do workers lodge deposits with employer?  Yes  No
   2. Are workers required to use factory provided lodging?  Yes  No
   3. Is factory provided lodging available to workers?  Yes  No
   4. Is it maintained in a safe and hygienic matter with appropriate bathroom and fire safety equipment?   
       Yes  No
   5. Are workers free to leave employment after an agreed upon notice period?  Yes  No
6. Are employees free to associate and have the right to collective bargaining?  Yes  No
   1. Are Employees members of a union?  Yes  No
   2. Are collective bargaining agreements respected?  Yes  No  N/A
7. Are children under the age of 14 permitted to work?  Yes  No  
   Describe hiring procedures and policies for Young Employees (between the ages of 14-18):
8. If underage children are found to be working, are there remediations available for the child?  Yes  No  
   Please describe:
9. Are employees provided safe and hygienic working conditions?  Yes  No
   1. Are special protections provided for vulnerable workers?  Yes  No  
      Please Describe:
   2. Are appropriate Personal Protective Equipment provided to workers at no cost?  Yes  No
   3. Are doors to facilities unlocked and unobstructed while workers are present?  Yes  No
   4. Are systems in place to detect, assess, avoid, and respond to potential threats to the health and safety  
      of workers?  Yes  No
   5. Is safety training and appropriate signage provided in the languages of the workforce?  Yes  No
10. Is there a zero tolerance policy against workplace discrimination, harassment, or violence of any kind including sexual and gender-based violence?  Yes  No
    1. Please describe the system that informs employees of procedures in place to investigate all allegations of discrimination, violence, and harassment:
    2. Are disciplinary procedures in place to address findings of investigations, as applicable?  Yes  No
    3. Are disciplinary procedures communicated to workers before they begin work?  Yes  No
11. Are there policies in place for addressing grievances with management that protect the workers?  Yes  No
12. Do wages meet national legal standards?  Yes  No
13. Have workers been provided with written and understandable information about their wages and benefits prior to accepting employment?  Yes  No
    1. Are wages paid regularly?  Yes  No
    2. How are wages paid?
    3. Is any work paid at Piece Rate?  Yes  No

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| **GOTS 4.4.8** Requires certified operations to calculate the “Living Wages” for their respective operations and compare  Living Wages data with renumeration data and calculate the “Wage Gap” for their workers. Certified operations are also required to develop a plan to cover the Wage Gap and pay the Living Wage to its workers. Benchmarks used may include the Global Living Wage Coalition or the Living Wage Calculator at [**livingwage.mit.edu**](https://livingwage.mit.edu/). Please see the [**Manual for the Implementation of GOTS**](https://global-standard.org/downloads#standardandmanual)for details. | | | |
| **Method Used for Determining Living Wage:** | | | |
| **Please describe current positions and pay rates for employees in the following table:** | | | |
| **Position** | **Current Wage Range** | **Living Wage Range** | **Wage Gap (difference -/+)** |
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1. If there is a Wage Gap, provide a plan to cover the Wage Gap and pay the Living Wage to workers. Please refer to the [**Manual for the Implementation of GOTS**](https://global-standard.org/downloads#standardandmanual) for methodology.

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1. Do working hours comply with national laws, collective bargaining agreements and industry standards?   
    Yes  No
2. Are overtime hours worked?  Yes  No
   1. Is overtime voluntary?  Yes  No
   2. Is overtime work performed on a regular basis?  Yes  No
   3. Does overtime work exceed 60 hours per week on a regular basis?  Yes  No
3. If temporary workers are used, are they provided opportunities to join the regularly employed workforce?  
    Yes  No
4. Are Migrant Workers hired?  Yes  No
   1. Have contracts for employment been translated into a language the workers understand?  Yes  No
   2. Are provisions of terms of the contracts clear?  Yes  No
   3. Please describe any arrangements with migrant workforces for food, accommodation, transportation, or other services provided:
5. Are Home Workers used for any part of production?  Yes  No
6. Do you have a policy for Social Accountability?  Yes  No
   1. Are workers informed of their participation in GOTS and the provisions included within the Social Criteria?   
       Yes  No
   2. Is there a functional and effective anonymous complaint mechanism in place?  Yes  No
   3. Is information about complaints available to certified buyers, as applicable, when such complaints are related to the business practices of the certified buyers?  Yes  No
   4. Does the operator refrain from disciplinary measures, dismissals, and other forms of discrimination against workers who provide information concerning social criteria issues in the workplace?  Yes  No