



Zero Tolerance (ZT) Issues in the Supply Chain

Category	Issue	Priority
Transparency	<ul style="list-style-type: none"> Repeated denied visits Workers fleeing 	ZT
Employment is freely chosen	<ul style="list-style-type: none"> Forced, bonded, indentured, and/or prison labour 	ZT
General Health and Safety	<ul style="list-style-type: none"> No sandblasting processes are used in the production unit 	ZT
Building Safety	<ul style="list-style-type: none"> Missing or expired building license/fire license and no application or third party inspection available Structure and use of the production building not aligned with the approved building plan (high risk for workers) Multi-tenancy not meeting four criteria 	ZT
Emergency/Fire Preparedness	<ul style="list-style-type: none"> Industrial generators and boilers not isolated from production areas 	ZT
Production Unit-sponsored dormitories/living area	<ul style="list-style-type: none"> Dormitories/living area not clearly separated from the production facility and/or warehouse (high risk for workers) 	ZT
Child labour shall not be used	<ul style="list-style-type: none"> Worst forms of child labour No workers below the age of 16 years are hired 	ZT
Wage and benefit compliance	<ul style="list-style-type: none"> Minimum wages not paid (>50% of sampled workers) 	ZT
	<ul style="list-style-type: none"> Overtime premiums not paid (gap > 50% and number of sampled workers > 50%) 	ZT
	<ul style="list-style-type: none"> Wages are paid delayed (current workers > 30 days delay + more than once in past 12 months) 	ZT
Regular employment is provided	<ul style="list-style-type: none"> No valid work permits for foreign/imported workers available Probationary wages not meeting C&A requirements (>50% sampled workers) 	ZT
No harsh or inhumane treatment is allowed	<ul style="list-style-type: none"> Cases of physical / sexual / verbal / mental abuse observed 	ZT
Wastewater	<ul style="list-style-type: none"> No legally required offsite or onsite effluent treatment plant (ETP) available Wastewater discharge not meeting the legal requirements 	ZT
Compliance with the law	<ul style="list-style-type: none"> No valid business license and no application available 	ZT
Subcontracting	<ul style="list-style-type: none"> Unauthorized subcontracting and homeworking 	ZT

Last update: 15.07.2021