



The Eight Principles of the **SIZA Social Standard**

Implementing Ethical Business Management Systems

The employer must have a policy on fair labour practices in the workplace and effectively communicate to all employees, including Temporary Employment Services. This policy should include a commitment to uphold and support fair labour practices that align with the law and requirements of the SIZA Ethical Standard.



No Forced and Bonded Labour

Employers and employees should be committed to maintaining a workplace free from any forced or bonded labour. All employees and occupants should receive their own contract and are free to choose and terminate their employment/living agreement without coercion. No employee shall be required to pay deposits to secure work, and the business may only keep copies of identification documents. Any loans or financial assistance must be in line with the law and not result in a cycle of negative debt.



No Child Labour

Employers cannot employ children under the age of 15 and must implement measures to prevent both direct and indirect child labour (paid or unpaid). If child labour is discovered in the workplace, the employer must immediately address the situation with actions that prioritise the child's best interest. For young workers aged 15 to 17, the employer must ensure that their employment fully complies with the law and have the legal guardian's written consent.



Freedom of Association & Collective Bargaining

The employer and employee must recognise and respect the right of employees to join or form organisations (worker committees) or bodies that represent their interests and to bargain collectively (trade unions). The employer must not interfere with, discriminate against, or have bias towards representatives or employees. Management and employees should have effective two-way communication and understand the Labour Relations Act.



No Discrimination, Harassment & Abuse

The employer and employee must take proactive measures to ensure a workplace is free from discrimination, harassment, and abuse. Adequate operational and recruitment systems should be in place to protect employees from behaviours that negatively affect their wellbeing and support those who are affected. All employees are entitled to fair and respectful treatment, equal opportunities, and the full enjoyment of their culture and human rights in the workplace as required by law. The business should provide an effective grievance mechanism and fair disciplinary process to allow employees and interested parties' voices to be heard and resolve any disagreements.



Health and Safety

The employer and employee must ensure that the workplace environment and facilities (including accommodation if supplied) meet legal requirements, are safe and hygienic, and must take reasonable steps to prevent accidents and injuries. All employees must be adequately trained as required by law. The business must ensure detailed risk assessments are done and manage all health and safety practices in the business.



Wages, Benefits & Contracts

The employer must ensure that permanent and temporary employees receive adequate formal employment contracts, payslips with a fair wage, and benefits that comply with or exceed minimum legal requirements. All contracts and payslips must be explained to all employees to ensure everyone understands it. Any deductions must be agreed upon by all parties and be according to the law.



Working Hours & Overtime

Employers should ensure that all working hours and rest periods comply with applicable laws and regulations. Accurate records of each employee's hours worked must be maintained. Any overtime, night or weekend work must comply with the law and should be stipulated in the agreed-upon contract.



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