



STANDARDS AND BENCHMARKS SOCIAL MODULE

To Accompany the Sustainable
Leather Foundation Audit Report



Sustainable Leather Foundation

Industry Led – Consumer Focused



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SAMPLE



Sustainable Leather Foundation Standard for Age of Workers

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FSS2 AGE OF WORKERS STANDARD AND BENCHMARK

Summary: The SLF *Age of Workers Standard and Benchmark* provides the context, definitions, relevant international norms and expectations around age of workers. This document gives the facility under audit the principles and general expectations, but it is not exhaustive and recognises that there will be differences within regions for national and local laws.

Where there are matters of interpretation in relation to the standard, applicable laws or organisational norms, the auditor will assess in favour of the employees in that facility.

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1. Scope

1.1 The SLF *Age of Workers Standard and Benchmark* specifies the definitions of age, in particular with regard to child labour, for workers employed for specific tasks in facilities operating in the leather value chain. The facilities in the value chain include all facilities from the farm to the end of life of the leather.

1.2 The *SLF Age of Workers Standard and Benchmark* is intended to ensure that all workers at an SLF certified facility are not younger than the age specified in the definitions as outlined in this document, except as provided for by the ILO recommendation 146 (see below for reference). The intent of the SLF Standard and Benchmark is to ensure that children are protected from exploitation in the workplace and / or denied appropriate education as a result of being forced to work.

1.3 Where child labour does exist then the SLF Standard and Benchmark expects a remediation policy to be actively in place with appropriate timeframes for the complete abolishment of child labour / exploitation in all forms.

2. Normative references

2.1 The following references are useful in the understanding of this document and are provided for further guidance. In the case of dispute these references will form the core of the evidence in support of the Standard and Benchmarks used here:

ILO Convention 138 – Minimum Age Convention, 1973¹ and its ILO Recommendation 146

ILO Convention 182 – Worst Form of Child Labour², 1999 and its ILO Recommendation 190

OECD Due Diligence Guidance on ending child labour, forced labour and human trafficking in global supply chains³

UN Guiding Principles on Business and Human Rights⁴

¹ ILO Convention on Child Labour <https://www.ilo.org/ipecc/facts/ILOconventionsonchildlabour/lang--en/index.htm>

² ILO Convention on Worst Forms of Child Labour <https://www.ilo.org/ipecc/facts/ILOconventionsonchildlabour/lang--en/index.htm>

³ OECD Ending child labour, forced labour and human trafficking in global supply chains <https://www.oecd.org/industry/ending-child-labour-forced-labour-and-human-trafficking-in-global-supply-chains.htm>

⁴ UN Guiding Principles on Business and Human Rights https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf