



LWG LEATHER PRODUCTION STANDARD

Version 1 (draft)

This document is a **DRAFT** for public consultation. We encourage feedback in order to develop the content before publishing the final standard.

This document should not be regarded as a new Protocol and should not be considered final. Requirements will change between public consultation and publication as a result of feedback.

This standard contains both requirements and recommendations.

Requirements are expressed in sentences in which the principal auxiliary verb is “**shall**” and all requirements must be met for minimum compliance with the standard.

Recommendations are expressed in sentences in which the principal auxiliary verb is “**should**” and recommendations must be met for higher-level compliance with the standard.

Commentary, explanation and general informative material is presented in italic type, and does not constitute a normative element.

14 Social and Labour Requirements

14.1 The facility shall demonstrate that it has policies aligned to the ILO Fundamental Principles and Rights at Work¹ or buyers' codes of conduct and that it operates in accordance with all applicable local and national legislation pertaining to workers' rights, including but not limited to working conditions, discrimination, wages, hours, and freedom of association, applying the higher standard where legal and international requirements differ.

14.2 The facility shall complete and pass an LWG-recognised social audit, or complete and pass an LWG member brand audit, or have completed the Social and Labour Conversion Program assessment, or be a participant in an LWG-recognised capacity-building programme.

NOTE: The social audit or certification is expected to be valid and current at the time of the assessment against this standard.

14.3 The facility shall provide at least one training annually on social and labour responsibility at work for all employees with responsibility for the management of the site or for other employees, which has been selected from the list of LWG-recognised programmes and schemes.

NOTE 1: Training can be provided internally if it can be demonstrated to be based on best practice.

NOTE 2: Facilities can include social and labour responsibilities and workers' rights in induction training.

14.4 The facility should provide at least one training annually on social and labour responsibility at work for all workers which has been selected from the list of LWG-recognised programmes and schemes.

14.5 The facility should have an effective, confidential, and anonymous grievance mechanism for workers.

NOTE: A facility can implement a grievance mechanism proportionate to the size of the organization.

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¹ <https://www.ilo.org/topics-and-sectors/fundamental-principles-and-rights-work>