



Principle 2: Workers Rights and Employment Conditions

***The Organization** shall maintain or enhance the social and economic wellbeing of *workers**.**

- 2.1 *The Organization** shall *uphold** the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions.
- 2.2 *The Organization** shall promote *gender equality** in employment practices, training opportunities, awarding of contracts, processes of *engagement** and management activities.
- 2.3 *The Organization** shall implement health and safety practices to protect *workers** from occupational safety and health hazards. These practices shall, proportionate to *scale, intensity and risk** of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.
- 2.4 *The Organization** shall pay wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements or *living wages**, where these are higher than the legal minimum wages. When none of these exist, *The Organization** shall through *engagement** with *workers** develop mechanisms for determining living wages.
- 2.5 *The Organization** shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the *management plan** and all management activities.
- 2.6 *The Organization** through *engagement** with *workers** shall have mechanisms for resolving grievances and for providing fair compensation to workers for loss or damage to property, *occupational diseases**, or *occupational injuries** sustained while working for *The Organization*.