

The On PATH Forward

Our shared commitment to responsible manufacturing

October 2026

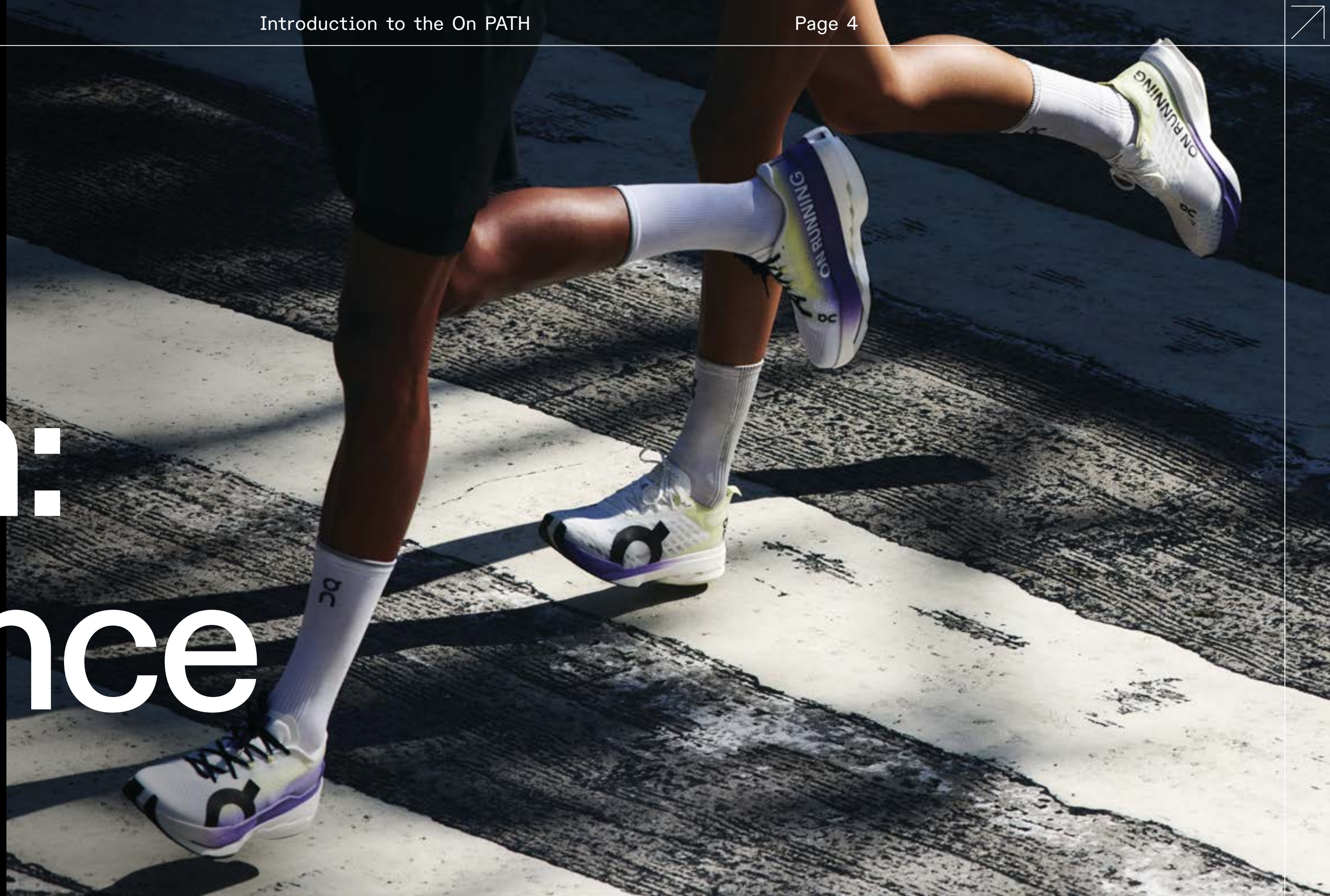
on

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Introduction to the On PATH

Our vision:
Performance
meets
responsibility.





Performance meets responsibility

At On, we take responsibility for the design, sourcing, and production of our products. By leveraging your expertise and capabilities in this effort, we extend this responsibility to you. The On PATH Forward guidebook is our framework which unifies our Supplier Code of Conduct and our “beyond-compliance” sustainability expectations under a brand-inspired theme.



The PATH Markers: guideposts for On's upstream supply chain partnerships

Planet



Committing to measurable carbon reduction, waste elimination, and preservation of our natural playgrounds.

Accountability



Embedding integrity through rigorous self-reporting, open-door audits, and the highest standards of governance and ethics.

Transparency



Committing to full visibility across our supply chain, ensuring materials, processes, and business relationships are verified.

Human rights



Respecting the individual by committing to living wages, safe working conditions, and the protection of the rights of every person who makes our progress possible.



Partnership at On

The On PATH defines the Must Follow Markers (minimum compliance requirements) necessary to maintain Qualifier status, and outlines the Beyond Compliance Markers that lead to Pacesetter and Leader status.

Our shared commitment is to not only meet these baseline standards but to build a partnership of continuous, sustainable improvement. Whether you are a material supplier, or an assembly or production partner, this guidebook is for you. By adhering to the guidelines in this document, you help us to build and maintain the trust and satisfaction of our customers, while contributing to a more responsible and sustainable global supply chain. The On PATH Forward guidebook is a living document that will change over time as regulations, requirements, and industry standards evolve.

The On PATH Forward

Our shared commitment
to responsible manufacturing

We believe that how we move matters just as much as how fast and how far we go. Our mission to ignite the human spirit through movement is only possible if our journey is defined by integrity. The On PATH Forward details our four PATH Markers – the guideposts for our upstream supply chain partnerships. The On PATH Forward replaces the previous Blueprint to Responsible Manufacturing.



On	The On PATH Forward	Introduction to the On PATH	Page 9	
Four Markers of the On PATH				
P	A	T	H	
● Planet	● Accountability	● Transparency	● Human rights	
We operate within the limits of our ecosystem. Our partners commit to measurable carbon reduction, waste minimization, and the preservation of our natural playgrounds.	We take responsibility for our actions. Our partners commit to rigorous self-reporting, open-door audits, and the highest standards of governance.	We commit to full visibility. Our partners commit to full traceability across every tier of the supply chain, ensuring that every material and process is mapped and verified.	We respect the individual. Our partners commit to living wages, safe working conditions, and the protection of the rights of every person who makes our progress possible.	
P1 Environmental Management Systems P2 Carbon & Energy P3 Circularity & Waste P4 Water & Water Security P5 Wastewater & Chemicals	A1 Management Systems A2 Anti-Corruption & Bribery A3 Grievance Mechanisms A4 Intellectual Property	T1 Supply Chain Mapping & Disclosure T2 Material Traceability: Chain of Custody and Certifications T3 Subcontractors and Third Parties T4 Access to documentation and records	H1 Freely Chosen Employment H2 Freedom of Association and Collective Bargaining H3 Child Labor H4 Working Hours H5 Discrimination, Harassment, and Inhumane Treatment H6 Fair Compensation H7 Working Conditions	

Defining our mutual commitments

We commit to ethical sourcing in alignment with the Common Framework for Responsible Purchasing Practices. We operationalize the On PATH framework through the following collection of policies and procedures:

On’s Human Rights & Labor Rights Due Diligence Policy	On’s Supplier Code of Conduct	On’s Materials Policy	On’s Responsible Exit Policy	On’s Speak Up Platform
Sets clear expectations for assessing and systematically monitoring human rights and labor rights risks in our supply chain, identifying nine salient risks, and outlining a framework for grievances and remedy. It applies to all Tier 1 manufacturers and Strategic Tier 2 suppliers. Read more here →	Outlines the Must-Follow PATH Markers, establishing the minimum requirements for our partners. By signing the On Supplier Code of Conduct (Code), our supply chain partners commit to navigating by the PATH Markers and to complying with all applicable, related policies. A signed Code Declaration must be filed with the Responsible Manufacturing team before production can begin with any Tier 1 or nominated Tier 2 partner. Read more here →	Defines clear, enforceable standards for the responsible sourcing of all materials, including synthetics, natural fibers, and animal-derived materials, with a focus on transparency and managing risks like animal welfare. Read more here →	Ensures that any termination of a supplier relationship is structured, transparent, and minimizes negative impacts on workers and stakeholders by honoring existing orders, supporting severance payments, and providing sufficient notice. Read more here →	Gives factory workers a confidential, independent channel to report concerns about human rights, labor, and environmental violations directly to On. Details of the reporting procedure are provided in the Navigating the On PATHsection of this guidebook. Read more here →



Scope and applicability

We require due diligence in our supply chain for all Tier 1 suppliers for apparel, footwear, and accessories, as well as strategically selected Tier 2 suppliers (Strategic Tier 2). All prospective Tier 1 and Strategic Tier 2 partners are subject to the On PATH pre-onboarding approval process. Prospective partners must achieve an A or B score before full production may begin. On’s assessments can include our internal checklists, as well as common industry frameworks and audit tools.

We require signatories of our On Supplier Code of Conduct to extend the Code’s requirements upstream to any of their own suppliers involved in processes within On’s supply chain.

As a supplier, you belong to one of the following categories:

- 01 –
Prospective partner

You are a potential supplier or a supplier under consideration for production that is yet to be approved.
- 02 –
New partner

You have been approved for production following a successful pre-onboarding screening and initial audit.
- 03 –
Existing partner

We already have an existing relationship; you have been approved for production and have completed your onboarding process. You are a part of our regular On PATH performance assessment cadence.
- 04 –
Inactive partner

You have had previous production with On but are not currently producing with us.

The frequency of a supplier’s monitoring is determined by performance and additional evaluation criteria:

- Audit according to the On Supplier Code of Conduct
- With approval from On, this audit can be replaced by an accepted equivalent third-party audit (see “Personal Best: Equivalent audits and self-governance” section for more details)

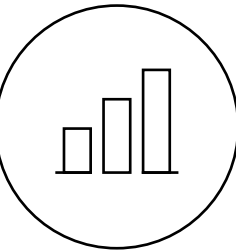


Navigating the On PATH



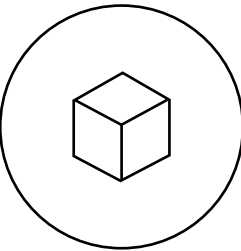
Our risk-based approach to due diligence

Our approach to due diligence is systematic and risk-based. Its two core principles are: focusing resources on the most serious risks (harm to people and planet) and scaling the intensity of monitoring and support based on a supplier’s risk profile and performance. Following the OECD Guidance for Responsible Business Conduct, our risk assessment focuses on five key categories:



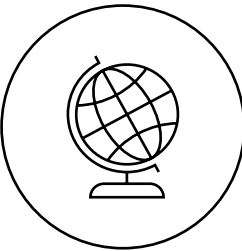
Sector risks

Known risks in garment/footwear manufacturing, such as forced labor, low wages, and excessive working hours.



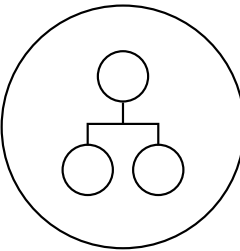
Product risks

Risks related to specific materials or processes, such as chemical exposure from leather tanning or informal work risk for apparel.



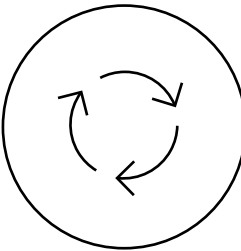
Geographic risks

Country conditions related to regulatory framework, governance, socio-economic context, and political context.



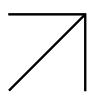
Enterprise-level risks

Risks specific to a company, such as poor history of conduct or weak governance.



Business-model risks

Risks associated with our outsourced, global supply chain.



The On PATH Markers

Must Follow (Compliance) Markers:

Qualifier practices

These are the minimum compliance requirements for maintaining Qualifier status, which is the baseline required for a supplier to remain in good standing. Suppliers are expected to consistently achieve an A or B compliance grade; if scores temporarily dip to a C, they must return to the required level via a Corrective Action Plan (CAP).

Beyond Compliance Markers:

Pacesetter & Leader practices

We recognize that many of our partners demonstrate practices that go above and beyond our Must Follow markers of compliance.

- These may include:
- Higg FEM achievement beyond level 1
 - High electrification and adoption of renewable energy
 - Best-in-class performance in one or more PATH markers

Performance on “beyond compliance” standards can never offset or override compliance scores. We may award suppliers with Pacesetter or Leader status to recognize their continuous improvement and best-in-class performance that goes beyond minimum compliance requirements.

- Pacesetter:
Achieves an A/B compliance grade and demonstrates good practices in at least one PATH marker area.
- Leader:
Achieves an A/B compliance grade and demonstrates best practices across all four PATH marker areas.

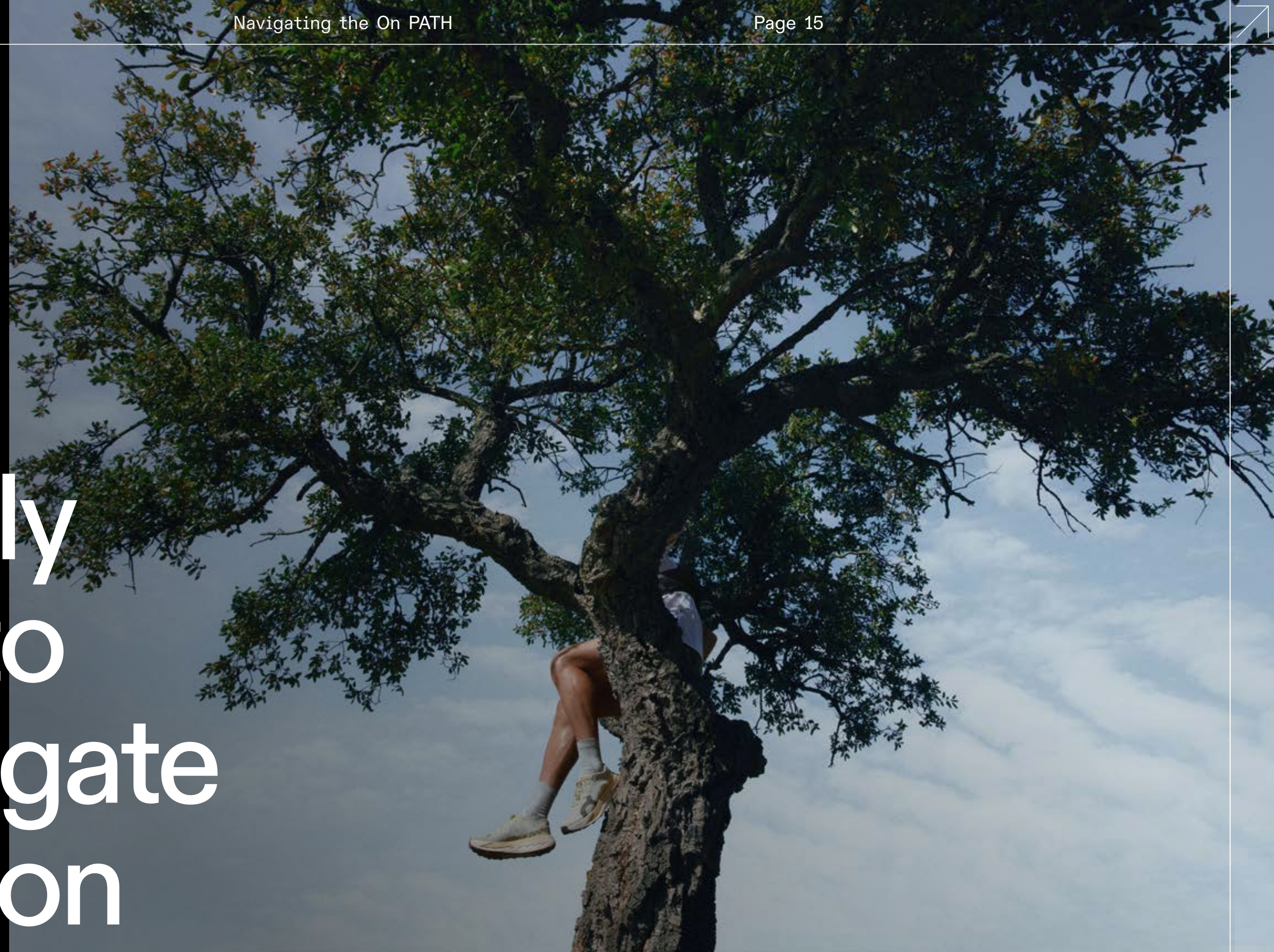
Off-Track:

Zero Tolerance & Critical findings

Suppliers enter this status when serious breaches occur, such as Zero Tolerance or Critical violations, which correspond to a D or E grade. If no improvement is demonstrated within six months, the partnership is placed under formal review. Business consequences may include capping, decreasing, or pausing production, or if remediation is not possible, ending the partnership in accordance with our Responsible Exit Policy.

Performance assessments

We take seriously
our obligations to
prevent and mitigate
adverse effects on
people and planet.





Performance assessments

We take seriously our obligations to prevent and mitigate adverse effects on people and planet. We expect our suppliers to demonstrate integrity and abide by applicable laws and regulations as well as the On PATH. Prior to onboarding new suppliers and as part of our annual performance monitoring program, On ensures the compliance status of direct and nominated suppliers who produce On-labelled products. As a condition of doing business with On, our suppliers sign and agree to On's Supplier Code of Conduct. We require signatories of our On Supplier Code of Conduct to extend these requirements upstream to any of their own suppliers involved in processes within On's supply chain.

Audits and Compliance Scores
Compliance against the On Supplier Code of Conduct will be evaluated through announced and unannounced audits, conducted via a third party or internally, or through converted equivalent audits if appropriate. All suppliers start each audit (initial and annual) with a

score of 100. Points are deducted based on the severity of each non-compliance with the Must Follow PATH Markers or converted findings from accepted equivalent audits. The total remaining points determine a supplier's letter grade (A-E). Zero Tolerance (ZT) and Critical issues take a supplier immediately "Off-Track" from the On PATH.

We only approve for onboarding new suppliers that have passed an initial audit with at least a B score. We expect existing suppliers not to fall below a C score and may temporarily cap or decrease order volumes with suppliers that repeatedly fail to meet our Must Follow PATH markers. We will give you time and support to improve, but we may temporarily pause production or choose to responsibly exit if remediation is not possible.

Corrective Action Plans (CAP):
Returning to the PATH
Where non-compliances with the On PATH are identified, we aim to work together with you to resolve these issues. In cases where serious

violations are confirmed to be present, On will immediately initiate a corrective action procedure, which sets forth specific remediation timelines and actions, or the review, suspension or termination of contracts.

Confidentiality and External Reporting
Our internal teams, and any third-party organizations we authorize, treat all information, observations, and discussions shared with us confidentially. All data gathered regarding supplier performance is handled with integrity and used for the purpose of verifying compliance with On PATH. We annually issue a public Impact Progress Report on our sustainability initiatives. In doing so, we may publish aggregated and/or anonymized supplier sustainability performance data as required by relevant regulatory reporting standards. In the event we wish to highlight a specific supplier's performance beyond compliance, we will obtain written authorization prior to publication.



Must Follow PATH Markers

are the minimum compliance audit standards that determine the partnership status for Tier 1 and Tier 2 suppliers

Grade band	Score Points	Non-compliance findings	Partnership impact		
A	100–96	0 – 4 Minor and/or 0 – 2 Moderate	New suppliers approved for onboarding.	Existing suppliers may continue production. Corrective actions may be required with follow up.	
B	95–71	>4 Moderate and/or 1 – 5 Major			
C	70–56	6 – 8 Major	New suppliers not approved but may be re-evaluated within 3 months of corrective actions.	Existing suppliers may continue production while taking required corrective actions.	Persistently low performance (C-E grades) can trigger negative business consequences for existing suppliers
D	55–31	>9 Major and/or 1 Critical	New suppliers not approved for onboarding.	Existing suppliers must take immediate corrective actions within an agreed timeline depending on the nature of the findings.	
E	30–0	2 Critical and/or 1 Zero Tolerance			



The stronger our partners’ performance, the stronger our partnership.

Beyond compliance status

Compliance grade required for status

What it means in practice from the Sustainability team’s perspective

Leader



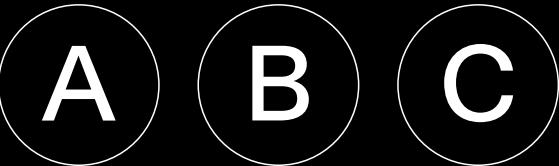
Our highest performing partners leading the way on environmental and social sustainability. They consistently achieve A or B compliance scores and exceed our Must Follow Markers by demonstrating good or best practices across the board. They co-innovate with On to push the industry forward.

Pacesetter



Well-performing partners who meet our Must Follow Markers, achieving A or B compliance scores, and exceeding in at least one PATH marker with good or best practices. Their reliable performance helps to keep us on track to achieve our beyond compliance goals.

Qualifier



Minimum requirement for partnership, meeting our Must Follow Markers. These partners are compliant with our Supplier Code of Conduct with no ZT or Critical violations. They may dip to C on an annual audit but rebound to A or B within two (2) follow-up audits. They are typically building out systems to make progress beyond compliance.

Off-track



Swift action required. These partners have failed to meet our On PATH requirements, having one or more ZT and/or Critical violations. We may cap, decrease, or pause production until they return to “Qualifier” status. Partnership is placed under review if there is no improvement within the agreed CAP timeline.

Environmental impact performance beyond compliance

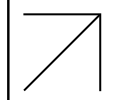
At minimum, we expect suppliers to comply with the legal environmental requirements where they operate, and organize their environmental data in the case that this is requested by On.

Going beyond environmental compliance across our entire value chain includes continuously assessing energy, air emissions, water, waste and chemical impacts, and engaging in evidence-based abatement activities. At On, we utilize the Higg Facility Environmental Module (FEM) to track, assess, and continuously improve our upstream supply chain's environmental performance. As a condition of doing business with On, we ask all Tier 1 and Strategic Tier 2 suppliers to onboard to the Higg FEM platform and achieve at least Level 1 performance.

On Higg FEM Engagement Guidelines

As a global standard for the apparel and footwear sector, Higg FEM evaluates a facility's environmental impact across seven key areas: Environmental Management System (EMS), Energy, Water, Waste, Air Emissions, Wastewater, and Chemical Management. Performance in each category is graded from Level 1 to Level 3, with Level 3 indicating industry-leading practices. All Tier 1 and Strategic Tier 2 suppliers are required to onboard to and maintain an active Higg FEM profile.



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Reporting through Higg FEM									
Onboarding Paths & Timelines Identify your facility's scenario below and execute the required actions. Note: All reporting uses data collected from the previous calendar year.									
SCENARIO 1 New Higg FEM Users					SCENARIO 2 Existing Higg FEM Users				
The facility is required to do the following after producing On’s products.					The facility is required to do the following within 3 months of producing On products.				
1. Register Account: Set up your profile at app.worldly.io (See Registration Guide). 2. Purchase Module: Subscribe to the Higg FEM module on your dashboard (See Subscription Details). 3. Capacity Training: Complete onboarding video courses available via the Higg FEM 4.0 Training Portal. 4. Self-Assessment: Fill out and submit your Higg FEM self-assessment on the platform by Apr 30th of the following year. 5. Post & Share: Post your module and share access with On's Higg Account ID: 141956 (See Sharing Tutorial). 6. 3rd-Party Verification: Book and complete a mandatory Higg FEM verification using an approved Cascale verifying body found on the Approved Verifiers List and share the results with On by May 31st of the following year.					→ Complete your standard annual self-assessment and 3rd-party verification cycle (if not done yet). → Share your active profile and latest verification results directly with On's Higg Account ID: 141956. This 3-month timeline applies only to a facility's first year with On. In subsequent years, all facilities must complete the Higg FEM self-assessment by April 30 and post and share verification results by May 31. The facility is required to book verifications early to meet the May 31 deadline.				

Environmental performance expectations

Compliance and Beyond Compliance Ambitions

Higg FEM cycles must be completed annually by all active Tier 1 and Strategic Tier 2 suppliers. On expects facilities to meet or exceed these clear target thresholds:

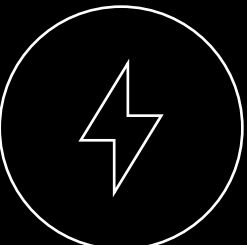
- Minimum Baseline (Level 1 Compliance):
All suppliers must achieve Level 1 across all 7 impact areas.
Any facility failing to hit Level 1 must create a Corrective Action Plan (CAP) to resolve gaps before the next verification cycle.
- Beyond Compliance (Levels 2 & 3):
Strategic milestones focused on reduction goals and industry best practices.

In addition to standard Higg FEM compliance, designated key suppliers are required to submit monthly performance data for the active reporting year through the Higg Facility Data Manager (FDM) platform. Relevant suppliers will receive formal notification regarding their eligibility and obligations.





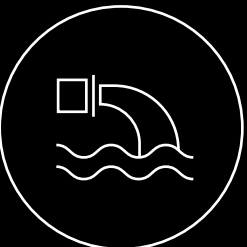
EMS



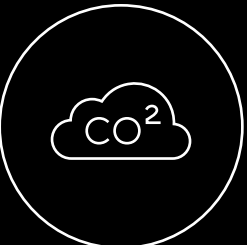
Energy



Water use



Wastewater



Air Emissions



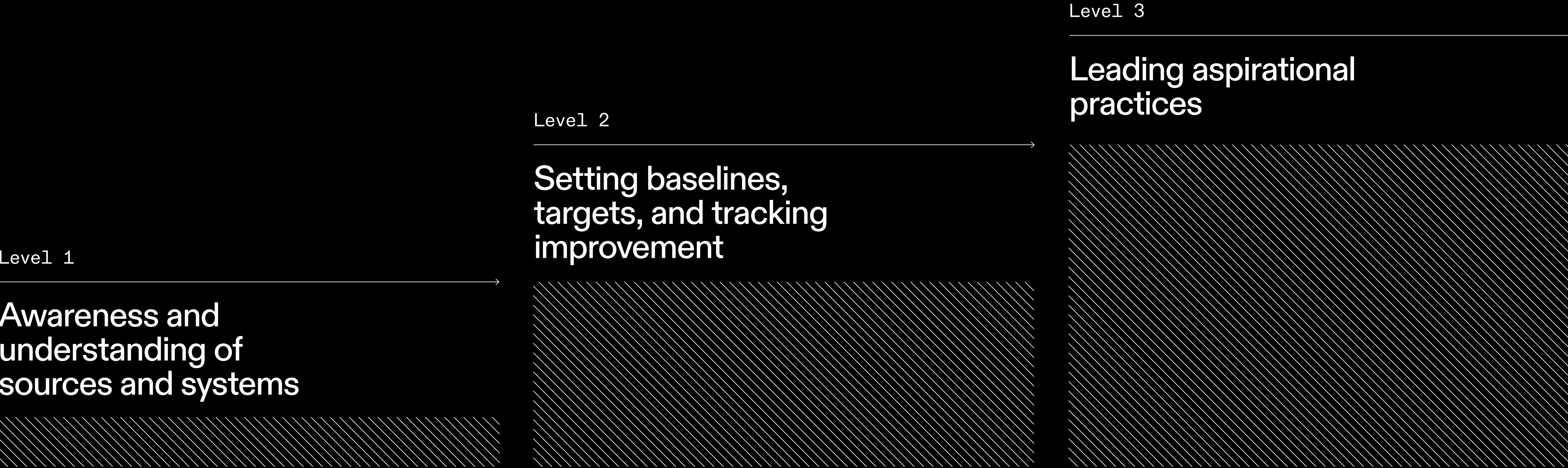
Waste



Chemicals



Sustainability maturity journey through Higg FEM

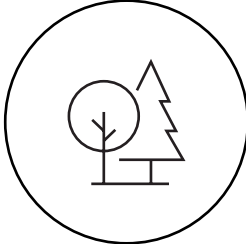
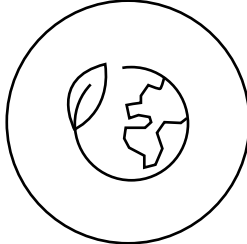




Preferred materials and traceability

We recognize certain raw materials have a higher risk with respect to environmental footprint and human rights violations. On sources its raw materials globally, and to mitigate our supply chain risks we proactively map our environmental and human rights impacts against geographic, social, and economic considerations.

Our teams are continuously working to ensure:

					
Materials are not sourced from any sanctioned countries, or where state-sponsored forced labor or human trafficking has been identified.	All material and fiber origin can be traced to its original geographic region or feedstock.	Materials are not sourced from countries with high risk of child labor.	Animal-derived materials are sourced in accordance with internationally recognized animal welfare and endangered species frameworks.	Materials are not sourced from geographic regions involved in any form of deforestation.	Any materials tied to a sustainability or responsibility claim (such as organic and recycled) have been independently verified against a third-party certification system.

On has partnered up with TextileGenesis® as our traceability platform. Suppliers are expected to onboard to TextileGenesis® and submit all required traceability documentation upon request by On. Detailed guidance, training and support will be provided to suppliers as they are onboarded to the platform.

For further details, please refer to the On Materials Policy. →



Personal Best:

Equivalent audits and self-governance

Our drive for performance is not limited to our daily operations, but also extends to our business partnerships. We envision a future where collaboration with top-tier partners practicing self-governance is a key part of our responsible manufacturing approach.

Personal Best: Equivalent audits & self-governance



Built on trust

While we recognize the importance of managing supply chain risks, we also acknowledge the industry's challenges such as audit redundancy and audit fatigue. With this in mind, we are dedicated to being a part of the solution, rather than part of the problem. We imagine a manufacturing landscape where our supply chain partners proactively assess their risks and take ownership of managing them. These partnerships require trust, which we aim to foster.

Why we accept equivalent audits

To facilitate self governance, we will accept equivalent third-party audits and convert them directly into our On PATH Must Follow checklist for suppliers meeting our eligibility criteria. Suppliers then submit a Corrective Action Plan (CAP) based on the converted findings. This approach helps us:

A close-up shot of a shoe mold and a finished shoe on a production line.

1

Cut down
on redundant
assessments

A close-up shot of a person's legs running on a track.

2

Help suppliers
focus on
continuous
improvement

A view of a factory interior with a conveyor belt.

3

Align better
with industry
sustainability
standards

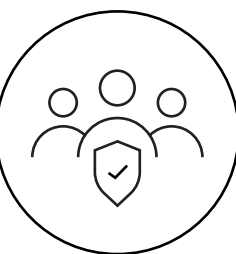
Two people running on a path.

4

Build trust and
empower our
partners to handle
self-assessments



How we implement equivalent audits



Who qualifies for self governance?

To be eligible, suppliers need to meet a few key criteria:

- You're an existing supplier who has already completed an initial On audit
- Your most recent On audit showed no "Zero Tolerance" or "Critical" issues
- Any "Major" issues from your last On audit have been verified and closed
- You don't rely on coal as a direct energy source
- You have Higg FEM Level 1 verification



What kind of audits do we accept?

We currently accept recent Sedex Members Ethical Trade Audit (SMETA) 4-Pillars audit, Social & Labor Convergence Project (SLCP) Step 2 audit, or verified Higg Facility Social & Labor Module (FSLM) Step 2 audits. To be accepted, these audits must:

- Be less than six (6) months old at the time of submission to On
- Have no "Zero Tolerance" or "Critical" findings relative to our On PATH Must Follow Markers

Self governance audit process

01

Supplier requests to be considered for self governance

02

On team verifies eligibility and invites supplier to share equivalent audit report(s)

03

Supplier shares equivalent audit(s)

04

On team reviews equivalent audit(s), converts findings to On’s checklist and shares the results with the supplier

Within 2 weeks

05

Supplier prepares and submits a Corrective Action Plan (CAP) to On team based on converted findings

Within 10 days

06

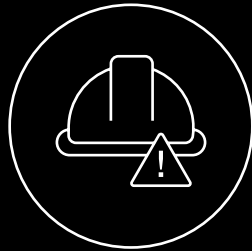
On team (not 3rd party auditors) may still conduct an onsite visit during this time to interview workers and monitor supplier performance

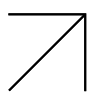
30–180 days depending on severity of findings

Disqualification from self governance

Suppliers will be removed from the self governance program if any of the following occur after the acceptance of an equivalent audit.

If a supplier is removed from self governance, their performance assessment will revert to the default On PATH compliance audit process

Reasons for removal from self governance	
	If any ZT or critical issues occur related to fines or penalties under local legislation
	If any accidents resulting in fatalities or emergencies occur from poor management of Health, Safety, and Environment (HSE)
	If any ZT or Critical issues are identified by the relevant On's teams (during routine visits or otherwise)



Speak-Up: On's Grievance Mechanism

Purpose

On is committed to treating all workers fairly and with respect. We expect all suppliers to do the same, as set out in On’s Supplier Code of Conduct and Human Rights & Labor Rights Due Diligence Policy. On’s Speak Up program gives factory workers a confidential, independent channel to report concerns about human rights, labor, and environmental violations directly to On. It is separate from your factory’s internal grievance process.

- On's Supplier C.o.C. →
- HR & LR DD Policy →

How to report

Workers can report online in their preferred language at on.integrityline.io, by email to speak-up@on-running.com, or by speaking to a member of On’s team. Anonymous reporting is available. On recognizes the right of reporters to make disclosures to prescribed persons or bodies as provided by applicable law, and this procedure does not preclude this. On prohibits retaliation against anyone who reports in good faith.

- [on.integrityline.io →](https://on.integrityline.io)
- [speak-up@on-running.com →](mailto:speak-up@on-running.com)

Who can use this Speak Up Procedure?

- Any person may report a concern, including:
- Workers and former workers at factories that make On products (regardless of employment status)
 - Trade union representatives or worker committee members acting on behalf of workers
 - Community members living near factory sites
 - Any third parties, including local communities, civil society organizations and NGOs

Data Protection

Personal data will only be collected and stored to the extent necessary to fulfill the tasks related to the investigation and remediation of the violation. On complies with the relevant and applicable data protection regulations when handling personal data.

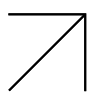
Continuous Improvement

On is dedicated to the continuous improvement of this procedure and platform. On periodically assesses the platform and reviews this Procedure and any related policies and guidelines, taking into account stakeholder feedback, reporting trends, best practices and international standards, including the EU Whistleblowing Directive, United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

Contact Information

On’s Responsible Manufacturing team will provide suppliers with detailed copy of the Speak Up procedure and supporting materials for dissemination in the relevant local language(s) of each facility. Please reach out to the sustainability team if you are missing the necessary materials. If you have any questions about the Speak Up Procedure, please get in touch with the On Legal Team.

- [sustainability@on.com →](mailto:sustainability@on.com)
- [legal@on-running.com →](mailto:legal@on-running.com)



Responsible Exit



When our partnership ends

Certain circumstances may lead to the termination of a relationship with a manufacturing partner (Tier 1) by On (“Exit Event”), including operational reasons, violations of contractual obligations, On’s standards and the law, recurring performance issues, or changes in strategy. Once an Exit Event has occurred, On will identify and document the reasons for exiting in accordance with internal governance processes.

Four steps to any exit

On’s Responsible Exit Policy ensures that disengagement from manufacturing partners is conducted in a structured and transparent way that minimizes adverse impacts, aligning with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct. The responsible exit procedure follows four key steps: (1) Exit Event, (2) Assessment of Risks and Mitigating Actions, (3) Communication of the Exit Decision, and (4) Planning the Exit and Engagement.

[On's Responsible Exit Policy →](#)

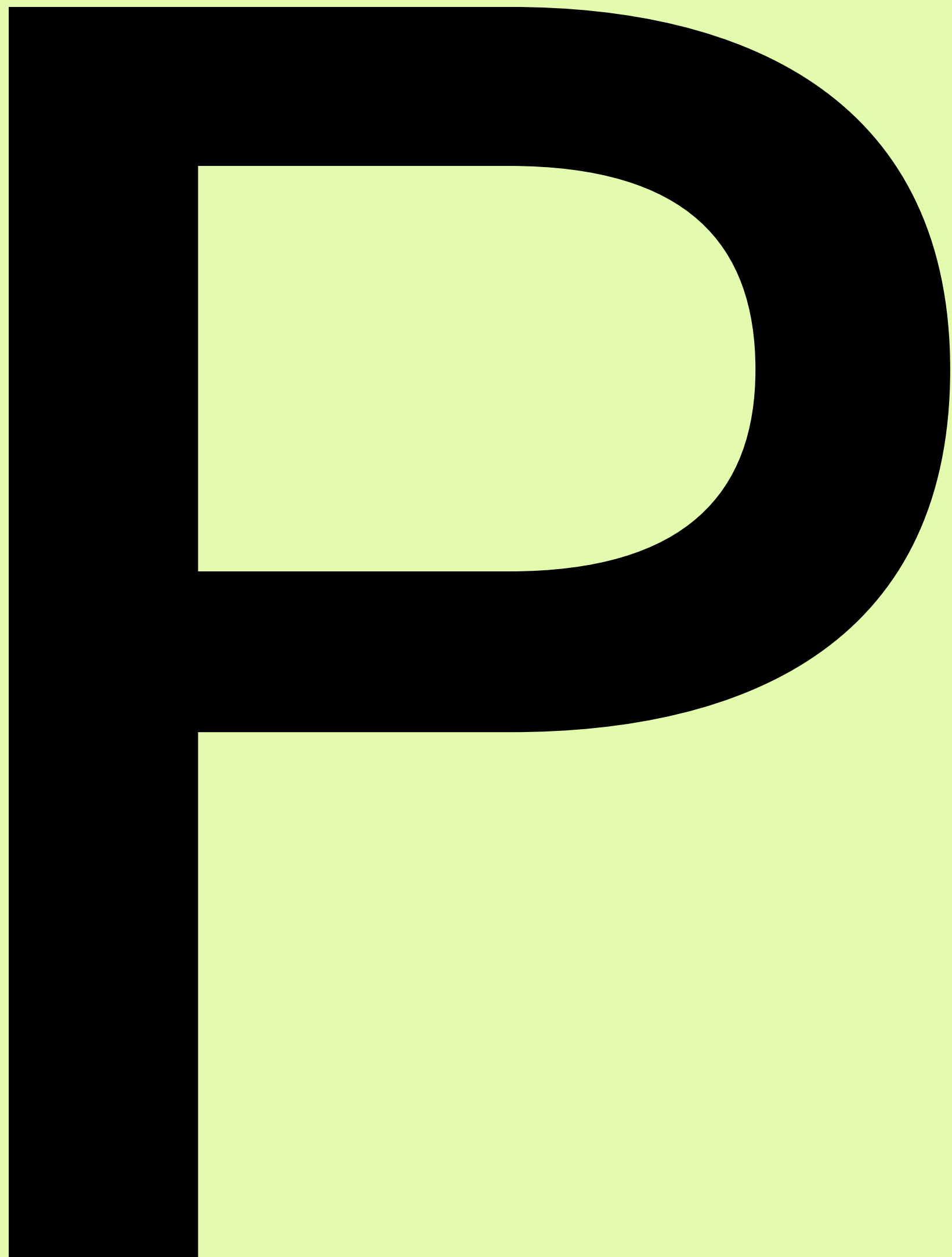
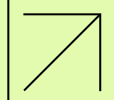
Remediation and mitigation

Prior to an exit from a Tier 1 partner related to a breach of On’s standards, a due diligence review and remediation attempts must be conducted to evaluate the effectiveness of corrective actions. Key mitigation measures include honoring existing orders, support for workers through verifying legal wages and severance, providing extended notice periods where feasible, and ensuring a responsible transfer of production assets and intellectual property.



The On PATH Markers





Planet

We operate within the limits of our ecosystem. Our partners commit to measurable carbon reduction, waste minimization, and the preservation of our natural playgrounds.

Must Follow Markers for Qualifier status

❗ denotes Zero Tolerance or Critical violations which lead to an automatic “Off-Track” status

P1 – Environmental Management Systems	1.1	Environment permits (if applicable, such as: wastewater discharge, air emissions, surface water, underground water exploitation, etc.) are all available.	❗
	1.2	Environment permits (if applicable, such as: wastewater discharge, air emissions, surface water, underground water exploitation, etc.) expired but the facility can prove that the permit renewal is in process.	
	1.3	The facility shall have procedures to identify environment risks and prevent any environment emergencies (e.g. chemical/wastewater/hazardous waste, etc.).	
	1.4	The facility shall have procedures to identify environmental risks annually.	
	1.5	The facility shall not have any open government-issued environmental violations.	
	1.6	The facility must not discharge air emissions that exceed local standards.	❗
P2 – Carbon & Energy	2.1	All Tier 1 facilities shall not use any coal as a direct energy source.	❗
	2.2	Tier 2 facilities which use coal as direct energy source must have the coal phase-out plan by 2028 approved by top management.	❗
	2.3	The facility must identify and track all major energy consumption by source without broad estimations, including grid electricity, on-site and off-site renewable energy, purchased steam or heating/cooling, and all fossil and biomass fuels used for boilers, mobile equipment, and thermal systems.	

Must Follow Markers for Qualifier status

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P3 – Circularity & Waste	3.1	The facility shall not dispose hazardous waste and non-hazardous waste in a manner that might lead to severe environmental pollution, including onsite incineration and illegal landfill of these wastes.		❗
	3.2	Hazardous waste collection and treatment contractors must have valid license as legally required.		
	3.3	Hazardous wastes are well segregated, and properly stored as legally required.		
	3.4	Non-hazardous wastes are well segregated, and properly stored as legally required.		
P4 – Water & Water Security	4.1	The facility must ensure that groundwater abstraction does not exceed the allowable limits specified in its legal permits and local regulatory licenses.		❗
	4.2	The facility must identify all water sources and track major water consumption by source without relying on broad estimations where possible. Tracked sources must include, as applicable: Municipal blue/grey water, surface water, groundwater, rainwater, and recycled/reused water.		
		Municipal water: → Blue: potable/fresh tap water → Grey: municipal recycled/wastewater supplied to the facility.	Recycled/reused water: → Recycled water: water that is treated before a second use; → Reused Water: water used again without treatment.	

Must Follow Markers for Qualifier status

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P5 – Wastewater & Chemicals	5.1	The facility does not directly discharge untreated industrial wastewater into the environment.	❗
	5.2	The facility does not directly discharge untreated domestic wastewater into the environment.	❗
	5.3	All wastewater discharges must be in full compliance with permit and/or the local legal standards.	❗
	5.4	Facility should adopt the latest ZDHC MRSL to ensure that prohibited chemical substances are not intentionally used in any production processes or formulations. To demonstrate compliance, facilities must maintain a profile on the ZDHC Gateway and monthly upload chemical inventories to generate InCheck reports. If non-conforming chemicals are identified, suppliers are expected to develop clear phase-out plans and transition to ZDHC-compliant alternatives.	
	5.5	Facilities with wet processes must conduct wastewater and sludge testing in accordance with the current ZDHC Wastewater Guidelines. All test results must be uploaded by a ZDHC-approved laboratory to the ZDHC Gateway to generate a ClearStream Report, with the goal of meeting at least the 'Foundational' level for all applicable parameters.	

Beyond Compliance Markers

P1 – Environmental Management Systems	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Foundation	Strategy & Capability	Leadership & Engagement
	→ Assign Responsibility: Appoint employees to coordinate environmental activities. → Identify Impacts: Document significant environmental impacts of site operations. → Policy & Strategy: Establish a signed environmental policy and a long-term management strategy. → Legal Compliance: Maintain a system to identify, monitor, and verify all environmental laws and permits. → Training: Provide awareness training to employees on the environmental strategy. → Reporting & Maintenance: Document procedures for reporting incidents and maintain equipment schedules	All practices in Level 1 plus the following: → Management Review: Conduct a review of the EMS (Environmental Management System) with facility managers at least once per calendar year. → Technical Competence: Ensure staff responsible for environmental management have the necessary technical skills for their roles. → Employee Awareness: Maintain an active program to build employee awareness of facility environmental impacts and performance.	All practices in Level 1 and Level 2 plus the following: → Subcontractor Engagement: Monitor and evaluate the environmental performance of subcontractors. → Upstream Supplier Engagement: Monitor and evaluate upstream suppliers environmental performance. → Community Engagement: Support local conservation projects (e.g., preserving wetlands), share best practices with other businesses, or engage in dialogue with local stakeholders and government bodies

Beyond Compliance Markers

P1 – Environmental Management Systems P1.6 Air Emissions (non-GHG)	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Inventory & Compliance	Tracking & Implementation	Leadership & Progress
	→ Inventory: Create an inventory of all point source air emissions and an inventory of all mobile and fugitive air emission sources. → Legal Compliance: Ensure compliance with all applicable legal requirements, including permits and testing. → Refrigerant Management: → Identify types and specific refrigerants used. → Implement maintenance procedures to avoid leaks and track refrigerant usage	All practices in Level 1 plus the following: → Operations Tracking: Track total annual quantities of key pollutants (PM, NOx, SOx, CO, VOC1, HAP/ TAP2) from all point source emissions from facility operations → Production Tracking: Track total annual quantities of key pollutants (including Ammonia, ODS, etc.) from production processes. → Reduction Plans: Establish implementation plans to reduce air emissions from both production and operations. → Performance Levels: Meet ZDHC Air Emissions Foundation level. → Refrigerant Phase-out: Develop a plan to replace current refrigerants with low ODS/GWP gases. → Best Available Technology (BAT): Ensure BAT is considered in long-term environmental plans.	All practices in Level 1 and Level 2 plus the following: → Action Progress: Demonstrate progress on implementation plans for reducing emissions from operations and production. → Refrigerant Replacement: Successfully replace refrigerants with low ODS/GWP gases beyond legal requirements. → Performance Levels: Meet ZDHC Progressive / Aspirational level. → BAT Utilization: Utilize Best Available Technology for the major air emissions from the facility.

Beyond Compliance Markers

P2 – Carbon & Energy	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Tracking	Baselines & Targets	Leadership & Aspiration
	→ Energy Sources: Identify all energy sources used for operations and facility-owned/controlled vehicles → Consumption Tracking: Track energy consumption for all energy sources, and separately track consumption for each energy source for production, domestic use, and facility-owned/controlled vehicles. → Electricity sub-metering: Electricity meter is required for each building or workshop, which can track at least 95% of total electricity consumption. → Facilities equipped with thermal oil or steam boilers must have corresponding flow meters installed.	All practices in Level 1 plus the following: → Baselines: Establish absolute or normalized baselines for all energy sources and overall Scope 1 & 2 GHG emissions. → Energy Drivers: Identify processes or operations that are significant energy users (via either machinery list or sub-metering data) → Energy sub-metering: → Energy meter is required for each significant energy consuming areas such as air compressors, boilers, dyeing process, effluent treatment plant, etc. → Energy sub-metering diagram must be available.	All practices in Level 1 and Level 2 plus the following: → Scope 3 Calculation: Calculate and report annual Scope 3 GHG emissions. → Energy submetering: Energy meter is required for all high energy consuming equipment/machines. → Tracking: Real-time, automated energy monitoring and reporting. → Science-Based Targets (SBT): Set and obtain approval for official Science-Based Targets (SBTi).

Beyond Compliance Markers

P2 – Carbon & Energy	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Tracking	Baselines & Targets	Leadership & Aspiration
	→ EACs and Offsets: Track and document the purchase and retirement of Energy Attribute Certificates (EACs) and Carbon Offsets	→ Sub-metering level verification: From the 2026 Higg FEM verification onward (i.e. starting in the calendar year 2027), the Higg FEM verifiers will verify the suppliers’ energy and water submetering level. → Energy audit must be conducted as required by law or at least every 5 years. → Conduct Annual Combustion Efficiency Tests for all boilers (if any). → Use Renewable fuel (bio-diesel/fuel, biomass, etc.) for thermal systems. → Reduction Targets: Set formal targets for energy use reduction and overall GHG emission reduction, e.g., the workshop A shall reduce 10% of its energy intensity by the end of 2027 versus 2026 baseline. → Implementation & Achievement: Create a plan to improve energy/GHG use and demonstrate achievements against baselines. → Biomass Certification: Document the source and certification system for any biomass used.	Fossil Fuel Phase-out: → Develop plans and financial analysis to phase out all fossil fuels. → Successfully replace fossil fuels with renewable energy sources.

Beyond Compliance Markers

P2 – Carbon & Energy	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Tracking	Baselines & Targets	Leadership & Aspiration
	→ Renewable electricity (including EACs and on-site rooftop solar system): 25-50% of total electricity consumption. Energy Attribute Certificates (EACs) or Renewable Energy Certificates (RECs) include iRECs, TIGR, GECs, EU GOs, etc.	Renewable electricity (including EACs and on site rooftop solar system:) 51% - 75% of total electricity consumption.	→ Renewable electricity: 75% of total electricity consumption, including on-site solar PV system, PPA adoption (if available in the region), and EACs procurement.

Beyond Compliance Markers

P3 – Circularity & Waste	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Implementation	Leading practices and circularity
	→ Inventory Tracking: Identify all non-hazardous and hazardous waste streams. → Data Collection: Track type of waste, quantities, and disposal methods for each stream. Report tracking methods (weighted/estimated). → Segregation & Storage: Segregate hazardous and non-hazardous waste. Waste should be segregated by material type/composition and when necessary, by color to facilitate waste recycling. Store waste in well-marked, designated areas that are ventilated, dry, and protected from weather.	All practices in Level 1 plus the following: → Baselines: Set both normalized and absolute baselines for hazardous and non-hazardous waste streams. → Formal Targets: Establish specific targets to reduce the generation of both hazardous and non-hazardous waste. → Disposal Optimization: Set targets to switch from "least preferred" (e.g., landfill) to "preferred" disposal methods (e.g., reuse/recycle).	All practices in Level 1 and Level 2 plus the following: → High Performance: Demonstrate that a high percentage of total waste is disposed of through "Preferred" disposal methods. → Zero landfill of manufacturing waste by the end of 2030.

Beyond Compliance Markers

P3 – Circularity & Waste	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Implementation	Leading practices and circularity
	→ Prohibited Actions: Forbid irresponsible disposal such as open burning, dumping, burying, or intentional release into soil/water. → Training: Provide awareness training on waste segregation for all employees, plus specialized handling and PPE training for staff managing hazardous waste.	All practices in Level 1 plus the following: → Management Practices: Implement waste mapping (understanding waste flows textile waste, sludge, emissions, discharge, etc. from different processes) advanced labeling/bagging (e.g., waste identification and quantity recording based on barcode), and digitized reporting to improve traceability. → Contractor Validation: Work with contractors to validate and ensure appropriate final treatment of non-hazardous and hazardous waste.	All practices in Level 1 and Level 2 plus the following: → Circular Economy & Waste Prevention: Minimize waste at source, and when inevitable, implement systems to capture and reintroduce materials back into production. → Supplier take-back Programs: Negotiate with suppliers to take back packaging materials, drums and pallets. → Closed loop recycling: Explore the use of materials directly back into the production process. → Collaboration: Actively work with industry groups, customers, or other suppliers to create circular business models.

Beyond Compliance Markers

P3 – Circularity & Waste	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Implementation	Leading practices and circularity
			→ Implement Automated Quality Control: Use machine vision systems, UV scanning or AI on assembly lines to perform real-time quality inspections, instantly identify issues and course correct promptly. → Training and employees voice: Provide awareness training on waste reduction for all employees, plus incentivise and reward employees to identify and implement waste reduction practices.

Beyond Compliance Markers

P4 – Water & Water Security	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Tracking	Baselines & Targets	Leadership & Aspiration
	→ Water sources: Identify all water sources used → Consumption Tracking: Track water quantity for each source (Blue vs. Grey water) utilized → Blue Water: water sourced from any origin except for rainwater. → Grey water: recycled or reused water. → Separate tracking for domestic vs. production water use, if applicable → Sub-metering: Second level sub-metering to track water consumption separately for domestic and production use. → Monitor and comply with legally mandated groundwater abstraction limits. → Implement a leak monitoring schedule for the water supply network.	All practices in Level 1 plus the following: → Baselines: Set absolute or normalized baselines for each water source. → Water Drivers: Identify significant water-use processes (accounting for 80% of total water use). → Water metering: Water meter is required for each significant water consuming areas such as boilers, dyeing process, effluent treatment plant, etc. → Water sub-metering diagram available. → Water assessment: Conduct a detailed water balance annually. Conduct a water audit every 5 years. → Reduction Targets: Set formal targets for water use reduction → Establish targets for reducing blue water use and increasing grey water use. → Set targets for rainwater harvesting capacity → Increasing the use of Grey Water (recycled/ reused) over fresh Blue water.	All practices in Level 1 and Level 2 plus the following: → Implement "leading technology" (e.g. anhydrous dyeing/Dry Dye, Low Liquor Ratio Dyeing technology, high-efficiency recycling) to significantly reduce process water use. → Set an official Science-Based Target on Water (SBTN) for the local water catchment area.

Beyond Compliance Markers

P5 – Chemicals & Wastewater	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Supply Chain	Leading practices
	→ Policy & Strategy: Have a written Chemical Management System (CMS) policy and a chemical purchasing policy that considers legal, health, and safety requirements and builds on the ZDHC Supplier Roadmap to Zero. → ZDHC MRSL: Adopt the latest ZDHC MRSL and ensure that no prohibited chemical substances are intentionally used in their production processes. This applies to all formulations, including dyes, pigments, cleaners, and auxiliaries. → The facility should obtain ZDHC Supplier to Zero (at least Level 1) or fulfill Level 1 of the Higg FEM Chemical and Wastewater section.	All practices in Level 1 plus the following: → Advanced Competence: CMS teams must have authority from leadership to drive the system and have access to in-house testing. → Supply Chain Engagement: Engage contractors, subcontractors, and upstream suppliers on MRSL/ RSL compliance.	All practices in Level 1 and Level 2 plus the following: → Industry Programs: Implement ZDHC Roadmap to Zero or other industry sustainable chemical management programs, e.g., obtaining a ZDHC Supplier to Zero Level 2 or higher via onsite assessment, Bluesign, LWG (at least Silver), or OEKO-TEX STeP or a verified FEM with a >80% score in the chemicals and wastewater section. → Transparency: Maintain a transparency policy to share chemical and wastewater information with stakeholders, for example, with ZDHC, chemical formulators, brands/retailers, authorities, NGOs.

Beyond Compliance Markers

P5 – Chemicals & Wastewater	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Supply Chain	Leading practices
	→ Inventory & Data: Maintain a comprehensive Chemical Inventory List (CIL) including production, tooling/equipment, and facility maintenance chemicals. Safety Data Sheets (SDS) must be available in languages workers understand. The supplier should report their monthly chemical inventory via the ZDHC Gateway using ZDHC-nominated solution providers as listed here: Link → The latest three (3) Performance InCheck reports should show the following percentage of chemicals (either by number or weight) are conformant to ZDHC: → for textile suppliers >40% → for footwear suppliers >20% → In chemical purchasing (by either number of chemicals or weight), preference should be given to ZDHC Chemicals to Zero Progressive certification to address RSL compliance.	All practices in Level 1 plus the following: → Continuous Improvements: → CMS: Have an implementation plan to improve the CMS, including a plan to reduce hazardous chemical use. → MRSL conformance: at least 5% increase in MRSL conformance per year by the number of chemicals reported in InCheck. The latest 3 Performance InCheck report should show the following percentage of chemicals (either by number or weight) are conformant to ZDHC: → for textile suppliers >45% → for footwear suppliers >25% and of which the majority is certified at Level 3 or Chemicals to Zero Progressive.	All practices in Level 1 and Level 2 plus the following: → The supplier commits to working towards the goal of 100% ZDHC MRSL conformance by 2030. → The ZDHC InCheck was verified in the last 12 months either by Verified InCheck or Supplier to Zero onsite assessment. → The latest 3 Performance InCheck report should show the following percentage of chemicals (either by number or weight) are conformant to ZDHC: →for textile suppliers >70% →for footwear suppliers >60% and of which the majority is certified at Level 3 or Chemicals to Zero Progressive. → The supplier engages with remaining formulators to achieve set targets.

Beyond Compliance Markers

P5 – Chemicals & Wastewater	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Supply Chain	Leading practices
	→ Training: Provide safety training for all employees using chemicals and specific RSL/MRSL training for the CMS team. → Safety & Storage: Implement emergency response plans, provide appropriate PPE, and maintain well-marked, secure chemical storage areas with secondary containment. → Upstream Implementation: The supplier shall communicate its commitment to improve its chemical management practices, aligned with the ZDHC Roadmap to Zero Programme, to the supplier’s direct upstream input material suppliers and subcontractors.	All practices in Level 1 plus the following: → Traceability: Implement procedures to track chemicals and raw materials back from the final product to the inventory batch. → Risk mitigation: The supplier shall perform a risk assessment on the supplier’s direct upstream input material suppliers and subcontractors at least annually.	All practices in Level 1 and Level 2 plus the following: → Alternative Assessment: Collaborate with brands or suppliers to select and assess chemical alternatives based on human and environmental hazards. → Upstream Monitoring: The supplier shall demonstrate that 50% of a material subset of suppliers and subcontractors (e.g. strategic suppliers) meet On PATH Forward qualifier requirements. All of the supplier’s material subset of suppliers and subcontractors (e.g. strategic suppliers) need to be registered to the ZDHC Gateway and connected to the supplier and to On.

Beyond Compliance Markers

P5 – Chemicals & Wastewater	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Supply Chain	Leading practices & recycling
	→ Tracking & Monitoring: Track total water consumption. Identify all output streams and discharge points on-site, including wastewater, sludge, air emissions, and solid waste, where applicable. Maintain records for all output streams. Confirm no bypassing or leaking of emissions into the environment and maintain valid permits/ contracts for off-site treatment. → Effluent Treatment Plant (ETP) Operation: Flow rate, volumes, operating parameters (pH, BOD5, COD, TDS, TSS, SV30, MLSS, chemical dosing and volume, etc.) as mentioned in the ETP Operational Manual developed by the company who has designed and constructed the ETP. → Disposal of Sludge: Disposal of sludge must be in compliance with applicable law.	All practices in Level 1 plus the following: → Advanced Standards of tracking and reporting: Report total water consumption, wastewater volume etc. into ZDHC systems and applicable systems or standards (e.g. FEM, OEKO-TEX STeP, LWG, Bluesign). → Advanced Disposal of Sludge: The supplier follows the ZDHC sludge disposal pathways: A,B,C or conducts regular testing if disposal pathways D or E are followed. Suppliers must no longer follow disposal pathways F or G.	All practices in Level 1 and Level 2 plus the following: → Production Reuse: Reuse or recycle processed industrial wastewater back into production processes. Report volume and percentages of total wastewater that are successfully recycled. → Domestic Recycling: Recycle treated domestic wastewater for non-potable uses like landscape irrigation or toilet flushing.

Beyond Compliance Markers

P5 – Chemicals & Wastewater	Level 1 – Qualifiers	Level 2 – Pacesetters	Level 3 – Leaders
	Awareness & Basic System	Improvement & Supply Chain	Leading practices & recycling
	→ Suppliers with wet processes commit to implementing the ZDHC Wastewater and Sludge Guidelines and create an implementation plan for testing wastewater for applicable parameters, and corresponding limits and test methods, in accordance with the Guidelines and applicable discharge type. Storage, handling and disposal of sludge must follow the Guidelines. → Wastewater Performance: Suppliers commit to working towards meeting the MRSL parameter limits and at least Foundational levels for Conventional Parameters, Anions and Metals. In case of detections, suppliers must conduct root-cause analysis and implement corrective action plan. MRSL detections or below-Foundational reportings must not occur repeatedly.	All practices in Level 1 plus the following: → Performance Level: According to the ZDHC ClearStream report, wet-processors need to meet the requirements set by Supplier to Zero Level 2 or ZDHC Progressive Level → The facility shall upload Corrective Action Plans in the ZDHC Gateway and implement them in reasonable time to mitigate the risk of repeated detections/ fails.	All practices in Level 1 and Level 2 plus the following: → Supply Chain Engagement: Collaborate with off-site wastewater treatment plants to improve their recycling or treatment performance. → Adopt the advanced advanced treatment technologies (e.g., Ultrafiltration, Reverse Osmosis, etc.) to improve treated wastewater quality for recycling. → Performance level: significant industrial water circularity.



Accountability

We take responsibility for our actions.
Our partners commit to rigorous self-reporting,
open-door audits, and the highest standards
of governance.

Must Follow Markers for Qualifier status

❗ denotes Zero Tolerance or Critical violations which lead to an automatic “Off-Track” status

A1 – Management Systems	1.1	The facility has a business license for legal operation.	❗
	1.2	Business License and other documents of the facility required for legal operation are valid and match with actual operation.	
	1.3	Employment contracts are signed with all employees where legally required, and cover mandatory terms and conditions as required by legal requirements.	
	1.4	The facility ensures that all employees receive a copy of the employment contract, signed by the facility, at the time of the employee’s signature.	
	1.5	The employment contract is written in a language that the worker understands.	
	1.6	Significant changes of terms and conditions in the employment contracts are communicated to and agreed by the workers in writing.	
	1.7	If recruitment agents or labor brokers are used, the facility ensures only legally registered/licensed recruitment agents or labor brokers are used.	
	1.8	Workers have the terms and conditions of the employment contract communicated and explained to them.	

Must Follow Markers for Qualifier status

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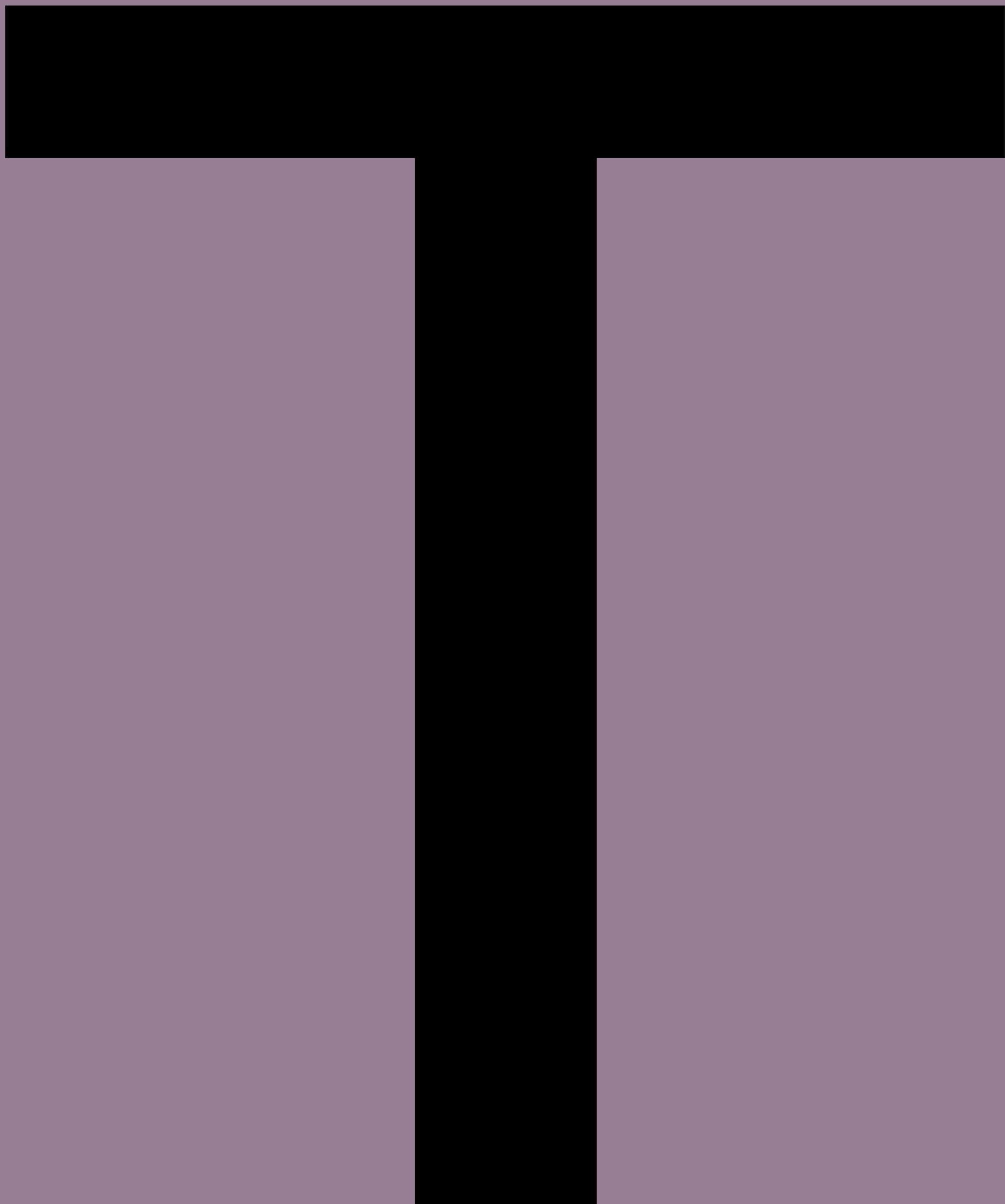
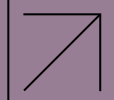
	1.9	The facility shall have in place written policies, practices, and procedures covering workplace rules, environmental protection systems, health and safety information, and laws regarding workers’ rights with respect to discrimination, harassment, disciplinary system (including regarding the use of alcohol and drugs), freedom of association, compensation, working hours, and any other legally required information. The facility shall provide all workers and supervisors with training on the facility's workplace policies and business ethics practices and on the On Supplier Code of Conduct through appropriate means, including posted in local language(s) throughout the workplace’s common areas.	
	1.10	Internal policy or practice is in compliance with local laws.	
	1.11	Records of disciplinary actions taken, including termination record are maintained as required by law or for a minimum of 12 months.	
	1.12	Payroll records and raw data, including production records for the payroll calculations, must be maintained for at least 12 months, or the legal duration, whichever is higher. Bank transfer records must be maintained for all wage payments.	
	1.13	Temporary, outsourced, or seasonal workers should be treated as equal to permanent workers for all aspects of their employment, including facility HR policies and procedures, grievance procedures, holidays, etc.	

A2 – Anti-Corruption	2.1	The facility does not attempt to bribe assessor(s) and/or On team members including offering any form of monetary compensation, gifts or favors.	!
	2.2	There's a written policy and/or whistleblower channels to prevent the corruption and bribery with proper training.	

Must Follow Markers for Qualifier status

! denotes Zero Tolerance or Critical violations which lead to an automatic “Off-Track” status

A3 – Grievance Mechanisms	3.1	There are multiple grievance mechanisms in place including a confidential means to raise complaints or concerns without retaliation. This might include suggestion boxes, hotlines, email, workers committees, designated spaces for worker meetings, and meetings between management and workers’ representatives.	
	3.2	Workers are aware of grievance options and feel comfortable communicating with management, on their own or through worker representatives, without fear of reprisal, intimidation, harassment, or discrimination.	
	3.3	Grievance is recorded, taken upon and informed back to workers whether or not a resolution was reached. Evidence of management following up on worker grievances shall be maintained.	
	3.4	The facility maintains documented grievance procedures specifying responsible personnel, investigation and resolution process, response timeframe, and assurance of confidentiality.	
	3.5	On's "Speak Up" posters are posted in designated areas, with adequate coverage, and are well maintained.	
A4 – Intellectual Property	4.1	Visitor access and photography are controlled in confidential production areas.	
	4.2	The facility has controls to prevent unauthorized use of customer IP.	!
	4.3	Obsolete drawings, specifications, labels, and confidential documents, defective branded products are destroyed or disposed of under controlled procedures.	
	4.4	Confidentiality clauses are included in employment contracts or employees have signed Non-Disclosure Agreements (NDAs), where applicable.	



Transparency

We commit to full visibility. Our partners commit to full traceability across every tier of the supply chain, ensuring that every material and process is mapped and verified.

Must Follow Markers for Qualifier status

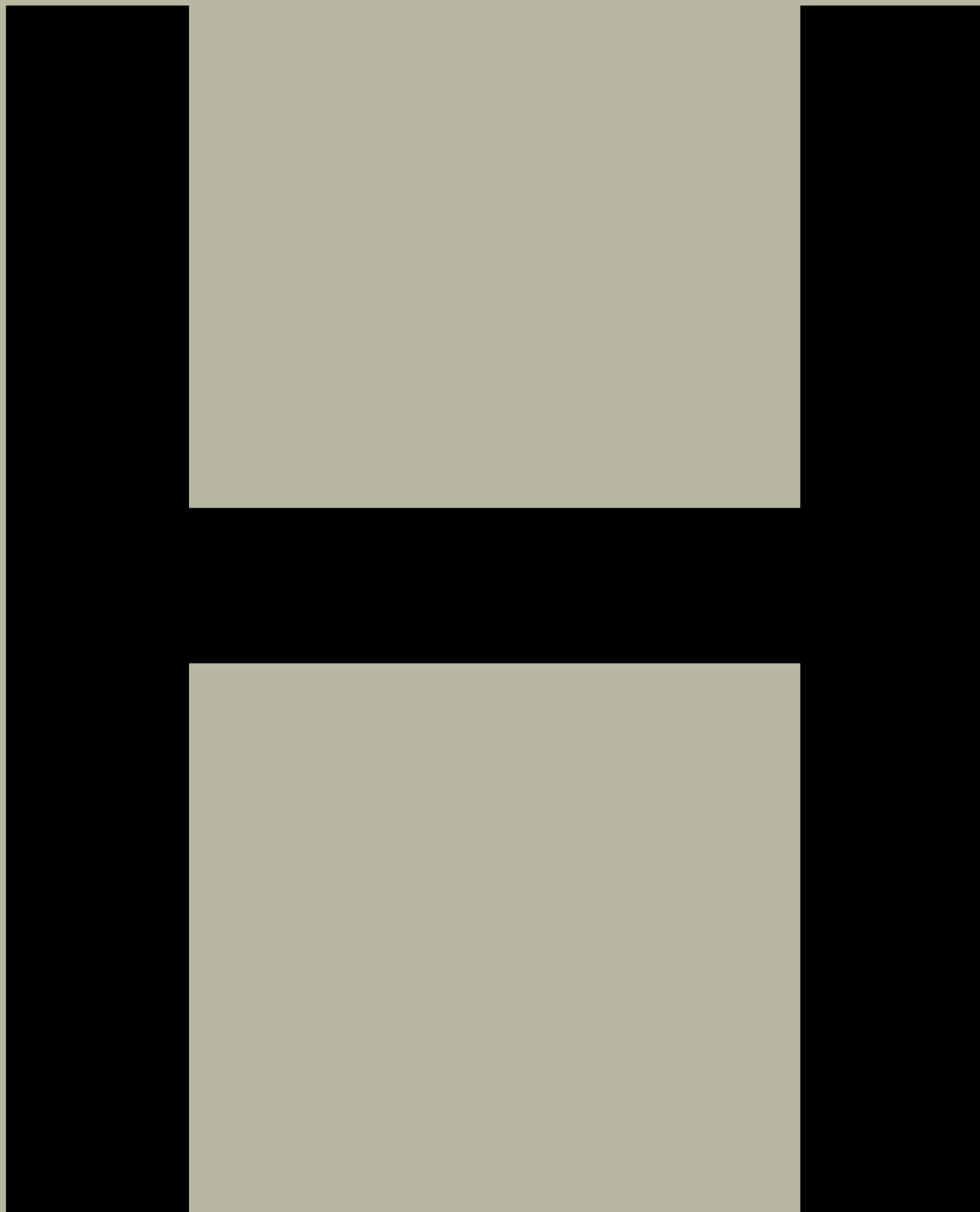
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T1 – Supply Chain Mapping and Disclosure	1.1	The facility onboards to On's preferred traceability platform (Textile Genesis) and disclose their upstream supply chain partners.	❗
T2 – Material Traceability and Certifications	2.1	The facility provides recognized material certificates based on the relevant certification scheme (e.g., GRS, GOTS, LWG, etc.)	❗

Must Follow Markers for Qualifier status

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T3 – Subcontractors and Third Parties	3.1	The facility does not use unauthorized subcontracting. Any subcontracting facility intended for On production must be reported to On. Production can not start until the subcontractor has been approved by On.	❗
	3.2	The facility must maintain production and shipping records including subcontracting documentation for On production at least 12 months.	
	3.3	The facility must have an internal policy or process that prohibits and controls unauthorized subcontracting. Training must be provided periodically.	
T4 – Access to documentation and records	4.1	The facility allows assessor(s) full access to its facility premises, workers, and records.	❗
	4.2	Falsified documents and/or payroll records and/or time records are not accepted.	❗
	4.3	The facility does not “coach” employees to provide false or misleading responses to questions asked by assessor(s).	❗



Human rights

We respect the individual. Our partners commit to living wages, safe working conditions, and the protection of the rights of every person who makes our progress possible.

Must Follow Markers for Qualifier status

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H1 – Freely Chosen Employment	1.1	The facility does not use any type of involuntary labor who are trafficked, prisoned (not in compliance with ILO Convention 29), bonded, or indentured, either at the facility itself, or a broker.	❗
	1.2	All costs and fees, and/or deposit associated with the recruitment and processing of workers either directly, or through a third-party agents / labor agencies, are paid by the employer and not charged back from all kind of workers. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker within 45 calendar days after joining the facility /of discovery. (Non-compliant: The fees paid equal or exceed the monthly base salary stated in the contract or the legally mandated monthly salary, whichever is more stringent.)	❗
	1.3	All costs and fees, and/or deposit associated with the recruitment and processing of workers either directly, or through a third-party agents / labor agencies, are paid by the employer and not charged back from all kind of workers. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker within 45 calendar days after joining the facility /of discovery. (Non-compliant: The fees paid are less than the monthly base salary stated in the contract or the legally mandated monthly salary, whichever is more stringent.)	
	1.4	Workers should maintain possession or control over original government issued identification and personal documentation, such as passports, identity papers, travel documents, and other personal legal documents.	❗
	1.5	There is no portion of worker’s wages withheld for payment upon the end of the contract period. No mandatory saving program applicable or required for workers.	❗
	1.6	All overtime shall be voluntary. The facility ensures that all employees have the right to refuse to work overtime hours without being retaliated.	❗
	1.7	There are no restrictions on the movement of workers and their access to basic liberties at workplace and if applicable in employer-controlled dormitory/housing.	❗
	1.8	Employees are free to leave the facility premises at end of their working shifts.	❗

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	1.9	If the facility provides transportation to the workers, it must be available at the end of the regular workday or shift so that workers who choose not to perform overtime can leave the facility.	
	1.10	The facility should strictly prohibit the isolation of employees, which includes but is not limited to placing them in remote locations with no available transportation and confiscating their mobile phones or other means of communication to prevent external contact.	❗
	1.11	Workers have the right to terminate their employment freely without being penalized financially, being threat of physical or mental coercion or facing unlawful notice periods.	❗
	1.12	Home employment: The facility must not use any form of home working to produce On products. If the facility has home working activities with other customers, the facility must establish and demonstrate a system to ensure On production is not intentionally or unintentionally home worked.	❗
	1.13	The facility should establish written agreements with all chosen duly registered and lawfully licensed labor brokers, recruiters, and employment agencies, both in the country of the workers' origin and the destination. These agreements mandate strict compliance with all relevant policies and procedures of the facility, as well as applicable laws and regulations, and must include clauses outlining appropriate measures to take in the event of any breaches by any involved parties. The labor brokers and recruiters are also responsible for overseeing the compliance of their business partners, including sub-agents.	❗
	1.14	The service agreement between the facility and the selected labor brokers, recruiters, and employment agencies must contain a comprehensive and itemized list of all recruitment fees and related costs for each nationality. This list should clearly specify which fees and expenses will be charged by the agency to the company.	

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	1.15	The facility should maintain an up-to-date list of all chosen labor brokers, recruiters, and employment agencies, which includes the following information: - The countries in which they are authorized to operate - Their roles and responsibilities in The recruitment and employment process - Whether they use subagents or other intermediaries - The full names of their subagents and intermediaries.	
	1.16	The facility should conduct due diligence process in assessing the risk of all potential labor brokers, recruiters, and employment agencies before forging any partnerships. This process must include a thorough screening for any negative reports, such as online complaints, adverse court rulings, administrative penalties or sanctions, and reports from NGOs and other civil society organizations.	
	1.17	Foreign migrant workers sign their employment contract in their home country, well in advance of their departure and not at the airport just before their departure. A copy of the signed contract, signed by both the foreign migrant worker and the facility, is provided to the worker at the time of their signature. Additionally, in the terms of employment contract, the foreign migrant workers are given the option to withdraw from the recruitment process at any point.	
	1.18	The facility should ensure that any necessary medical examinations are conducted in compliance with the relevant laws and regulations.	
	1.19	The facility should ensure that foreign migrant workers' identity documents are promptly returned to them upon completion of all necessary administrative procedures, such as visa and permit processing. The facility also maintains detailed records of how the personal documents of foreign migrant workers are handled.	
	1.20	The facility should establish a process to verify that job advertisements posted by labor brokers, recruiters, and their subagents in both the country of origin and destination accurately reflect the terms and conditions of employment, and are consistent with its policies and standards.	
	1.21	In cases where it is required, the facility's contract templates are approved by the relevant authorities in both the origin and destination countries. These authorities may include labor authorities or consular services, among others.	

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	1.22	The facility should establish a structured process for managing the remediation of any non compliances identified in the selected labor brokers, recruiters, and employment agencies.	
	1.23	If the return to the country of origin of pregnant migrant workers is legally required, the facility should establish policy and procedure to ensure the prompt payment of all outstanding wages, benefits, and any other required fees in compliance with applicable laws and regulations.	

H2 – Freedom of Association and Collective Bargaining	2.1	The facility respects the right of employees to freedom of association and collective bargaining. No employee shall be subject to discrimination, harassment, intimidation, or retaliation in their efforts to freely associate or bargain collectively.	❗
	2.2	Where a collective bargaining agreement (CBA) is in place, the facility adheres to the legal terms of the agreement. The collective bargaining agreement (CBA) should be negotiated freely, voluntarily and in good faith.	
	2.3	Workers are not prevented from participating in a strike, punishing workers for participating in a strike, or not reinstating workers where eligible following their participation in a strike.	

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H3 – Child Labor	3.1	There is no employee employed by the facility currently below the age of fifteen (15), or in breach of local minimum age for work, or under the age for completion of compulsory education, whichever is higher.	❗
	3.2	The facility has a system for identifying work stations and operations that are inappropriate for young workers according to applicable laws. The facility ensures young workers do not perform work that jeopardizes their health, safety, or morals (as defined by law/ILO Conventions 138 and 182)	❗
	3.3	The facility complies with working hours and overtime hours restrictions for young workers required by law.	❗
	3.4	Where required by law, The facility provides health examinations for young workers prior to employment and / or on a regular basis after employment; registers and pays any expenses associated with registering young workers with the local authorities.	
	3.5	The facility reviews, validates and maintains on file proof of the age documentation and other relevant employment information for all employees.	❗
	3.6	The facility has a written hiring and age verification procedure in place. A written child labor remediation process is also in place.	
H4 – Working Hours	4.1	There's a reliable attendance tracking system to record workers' attendance and hours of work (e.g., time cards, fingerprint, face recognition, punching cards).	❗
	4.2	The overtime hours for all employees are within allowable limits under applicable laws or agreements whichever is stricter. (Non-Compliant: Weekly working hours equal to or below 60 hrs/week, but in violation of allowable limits of local law.)	
	4.3	The overtime hours for all employees are within allowable limits under applicable laws or agreements whichever is stricter. (Non-Compliant: Weekly working hours equal to or below 66 hrs/week)	

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	4.4	The overtime hours for all employees are within allowable limits under applicable laws or agreements whichever is stricter. (Non-Compliant: Above 66 and not more than 72 hrs/week)	
	4.5	The overtime hours for all employees are within allowable limits under applicable laws or agreements whichever is stricter. (Non-Compliant: Above 72 hrs/week)	❗
	4.6	All workers are provided with at least one day off (24 hours) in every 7-day period or as required by applicable law whichever is stricter. (Non-Compliant: 7 - 14 continuous working days)	
	4.7	All workers are provided with at least one day off (24 hours) in every 7-day period or as required by applicable law whichever is stricter. (Non-Compliant: 15-27 continuous working days)	
	4.8	All workers are provided with at least one day off (24 hours) in every 7-day period or as required by applicable law whichever is stricter. (Non-Compliant: above 27 continuous working days)	❗
	4.9	The number of overtime working hours of the employee does not exceed 50% of the normal working hours in one (1) day.	
	4.10	The facility ensures reasonable meal and rest breaks shall comply with local laws, or at least 30 minutes where the law is absent in regulating break times.	
	4.11	Workers are generally entitled to a minimum break of 12 hours between two consecutive shifts	

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H5 – Discrimination, Harassment, and Inhumane treatment	5.1	The facility does not use any form of – or threat of – physical violence, including slaps, pushes or other forms of physical contact as a means to maintain labor discipline.	❗
	5.2	The facility does not use any form of verbal violence, including screaming, yelling, or the use of threatening, demeaning, or insulting language, as a means to maintain labor discipline.	❗
	5.3	The facility avoids to use monetary fines or payroll deductions as disciplinary means.	
	5.4	The facility does not tolerate sexual harassment, and has committed to a workplace free of sexual harassment.	❗
	5.5	The facility does not use any forms of discrimination on the gender, race, religion, age, disability, sexual orientation, nationality, marital status, political opinion, social group or ethnic origin when making decisions regarding on hiring, job assignment, bonuses, allowances, and other forms of compensation, training, promotion, termination, or redundancy	❗
	5.6	The facility does not use medical examinations to prevent an employee from being hired or as a condition of employment. Such medical examinations may include but are not limited to Hepatitis B, HIV or other tests prohibited by law.	❗
	5.7	The facility does not require pregnancy testing or questioning of pregnancy as a condition of employment.	❗
	5.8	The facility ensures that pregnant women are not engaged in work that creates substantial risk to the health of the pregnant woman or their reproductive health. Women who might previously have been in such roles should be offered alternative work at the facility.	
	5.9	The facility should conduct regular assessments to determine whether any form of discrimination is taking place within the organization. If any such discrimination is identified, the facility follows the relevant procedures and processes to conduct a thorough investigation and undertake appropriate remedial action.	

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H6 – Fair Compensation	6.1	All workers are paid at least minimum wages (including those paid piece-rate) for regular hours of work.	❗
	6.2	The wages and benefits paid by Tier 1 Suppliers for a standard working week shall be sufficient to meet basic needs of workers and their families and to provide some discretionary income, calculated in accordance with the ILO’s principles of estimating the living wage, taking into account country or local circumstances. This calculation excludes overtime. (ILO MEWPLW/2024/7)	❗
	6.3	The facility provides all eligible workers with legally mandated social insurances / securities in full and in a timely manner.	❗
	6.4	Employees are correctly paid for all overtime hours (OT) at a premium rate as legally required or by contractual agreement whichever is higher.	
	6.5	Workers should not punch in more than 15 minutes before the start or more than 15 minutes after the end of their shift. If punch time reflects more than 15 minutes, overtime compensation must be paid.	
	6.6	Compensations are paid in a timely manner within legally defined time limits, or at least monthly basis. No unauthorized deductions was made.	
	6.7	All legally mandated benefits are eligible to the workers.	
	6.8	Workers are paid compensation for work and medical treatment fees due to work-related injuries/ accidents or occupational diseases.	
	6.9	For every pay period, the facility should provide all workers with a wage statement or pay slip with complete pay, benefits and deduction information that accurately reflects the pay received by the workers. The wage statement or pay slip should be prepared in a language that workers can understand or include a translation key that enables workers to comprehend the information presented.	
	6.10	Deductions for services/goods to employees (housing, meals and supplies) shall not exceed the actual cost to the facility. All employees have a right to use or not to use services provided by employers, such as meals or goods.	

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	6.11	The facility must comply with all legal requirements regarding the compensation of outsourced and onsite contracted workers (e.g., canteen staff, drivers, and cleaners). All workers must receive at least the legal minimum wage for regular working hours, entitled to all legally mandated benefits and social insurance contributions. In addition, compensation must be fully paid in a timely manner.	❗
	6.12	The facility must maintain a comprehensive list of all temporary, seasonal, outsourced, and on-site contracted workers (e.g., canteen staff, drivers, and cleaners). Employment contracts must be signed with all workers where legally required and must include all mandatory terms and conditions in accordance with applicable legal requirements. All employees must receive a copy of their employment contract. Payroll records and attendance records must be properly maintained for a minimum of 12 months.	
	6.13	Workers are paid correctly during work stoppages, if any, as required by law.	

H7 – Working Conditions H 7.1 General	7.1.1	Workers who remove themselves from work situations they believe present an imminent and serious danger to life or health are not be punished or disciplined.	
	7.1.2	The facility must assign qualified OSH staff and designated a management representative responsible for health and safety. Occupational safety and health (OSH) committee should be formed and functioning.	
	7.1.3	The facility conducts risk assessment on health and safety, and implements control measures to mitigate those risks. This procedure must be comprehensive and encompass all potential hazards, including but not limited to physical, chemical, and biological hazards.	
	7.1.4	Workers are provided sufficient training on health and safety related to their job-related risks in a language they understand.	
	7.1.5	The facility will implement procedures that address both fall prevention and the management of falling objects. This includes measures like fall protection equipment, guardrails, barriers, and the establishment of exclusion zones.	

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	7.1.6	The facility shall have a lockout/tagout program to provide related devices and trainings to workers. Workers shall follow the requirement to use the devices according.	
	7.1.7	Eating place for workers need to be well away from any source of hazards such as marshy areas, waste disposal sites, chemical areas.	
	7.1.8	Potable water or facilities to boil water shall be made available and free of charge to workers, with drinking water tests conducted every six months or as required by law, and records must be maintained.	
	7.1.9	The facility shall conduct testing of occupational hazard factors at least once a year, or as required by applicable laws and regulations. The results of these tests must be recorded, retained, made available for review, and must be complied with local requirement.	
	7.1.10	The facility is generally clean and tidy with good maintenance.	
	7.1.11	Facility ventilation systems are maintained to avoid extreme temperatures. Facility windows or ventilation systems comply with legal requirements.	
	7.1.12	There shall be sufficient number of toilets consistent with local law per floor and gender.	
	7.1.13	Toilets are cleaned, accessible during working hours, equipped with basic supplies, free of charge to workers. Employees shall have access to clean water for washing within nearby proximity to toilets. Toilets shall be stocked with toilet paper, clean running water, and soap.	



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H7 – Working Conditions H7.2 Building Safety	7.2.1	All legally required building or construction certificates/reports/permits are valid and available for review.	❗
	7.2.2	Building inspections are conducted on a regular basis as per standard of practice or country law.	
	7.2.3	Building maintenance are conducted on a regular basis as per standard of practice or country law.	
	7.2.4	There are no indications of possible structural collapse on the interior or exterior of buildings, such as large visible cracks or sagging in walls and floors.	❗
	7.2.5	Facility is aligned with the approved building plan. (i.e. There are no extra floors or external retrofit structures.) Buildings are built and approved for industrial use, not commercial or residential use.	
	7.2.6	Generators and other heavy vibrating equipment are located on the ground floor and located away from production areas.	
	7.2.7	The racking uprights must be anchored to the floor and have base plates. There must be lateral bracing on uprights. Racks of 20 ft/6 mt in height must have lateral ties to other racks or walls.	
H7 – Working Conditions H7.3 Emergency Preparedness	7.3.1	The facility maintains all fire safety certificates, licenses and inspection records as legally required.	❗
	7.3.2	The facility follows local law and fire safety standards to have a suitable fire detection and emergency alarm system covering the facility.	
	7.3.3	If applicable, emergency alarm system is audible throughout the entire facility. The system is inspected regularly and tested in coordination with fire drills, and the fire alarm must have a sound distinct from other notice systems.	
	7.3.4	If applicable, in areas where employees shall be using hearing protection the facility should add visual or personal notification procedures (e.g., flashing strobe lights) to supplement the audible alarm.	

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	7.3.5	If applicable, emergency alarm system is fitted with a back-up system (i.e. battery back-up).	
	7.3.6	There is an internal fire-fighting team trained on specific fire safety as legally required.	
	7.3.7	All fire-fighting equipment, including fire extinguishers and hoses, emergency alarm is clearly marked and easily accessible, and with operating instructions in language understand.	
	7.3.8	Fire-fighting equipment, including fire extinguishers and hoses, is checked monthly and relevant logs are maintained.	
	7.3.9	The type of facility fire suppression systems (sprinkler system) meets or exceeds local legal requirements. Fire suppression systems are regularly maintained (if required by law, by a licensed professional/3rd party).	
	7.3.10	1. There are sufficient numbers of emergency exits at the facility (production floors, office areas, warehouse etc.); 2. Emergency exits are unlocked during working hours (including overtime); 3. Emergency exit doors are (installation and design) meet all legal requirements; 4. Emergency exits are accessible and free from obstruction during working hours (including overtime).	
	7.3.11	1. Emergency exits are clearly marked with illuminated exit signs; 2. Emergency lighting, with backup power, is included in all stairways, and where needed, on exit routes. The lighting is industry grade and inspected regularly.	
	7.3.12	A diagram clearly indicating a safe and rapid evacuation shall be posted on every floor and work area as well as near exits and stairways. Evacuation plans accurately reflect facility layout, include "you are here" mark, and are in a language understood by most employees.	
	7.3.12	1. Aisles, stairs and passageways are kept clear at all times; 2. Exits, aisles, passageways and stairs are with enough width as per legal requirements; 3. Stairways and emergency evacuation routes are equipped with handrails to protect employee from falling, as per legal requirements, where needed.	

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	7.3.14	Evacuation drills are conducted cover all shifts and at least once per year or more often where required by law. The records are available for review.	
	7.3.15	There are designated emergency assembly points that are sufficiently sized for all workers, located away from fire risks, and kept clear of fire truck passages.	
	7.3.16	All workers are trained on the use of fire extinguishers, and understand the emergency evacuation procedure.	
	7.3.17	Fire prevention spacing, fire truck passages are kept clear at all time. No barrier for emergency exit windows to ensure instant use in the event of fire.	
H7 – Working Conditions H7.4 Chemical & Hazardous Substances	7.4.1	Chemicals used at the facility are registered for the intended use where required by law or On's requirement, whichever is higher.	
	7.4.2	Workers who are responsible for managing, using chemicals are trained or qualified on chemical safety according to legal requirements.	
	7.4.3	The facility keeps an up-to-date inventory of chemical and hazardous substances used in the workplace. The inventory list must show at least but not limited, the chemical name, CAS number, manufacture/vendor, Process/step where the chemical is used, SDS availability, potential hazards, compatibility information, storage and handling precautions.	
	7.4.4	The facility conducts regular emergency drills (e.g. chemical leakage, accident drill) for all employees who work with chemicals or hazardous substances. Training on emergency response plans and actions (with training records maintained).	
	7.4.5	Safety data sheets (SDS) are prominently posted in both storage and use zones, and maintained in languages understood by workers.	

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	7.4.6	Chemicals and hazardous substances are properly labelled as per label instructions of local safety standard and SDS.	
	7.4.7	Chemicals and hazardous substances are stored in a separate covered area that is equipped with appropriate fire extinguishers, safety signs, ventilation, anti-explosive lights, instructions on handling and disposal of chemicals, and personal protective equipment for workers.	
	7.4.8	Flammable and combustible material and chemicals are safely stored away from sources of ignition.	
	7.4.9	The facility shall install exhaust ventilation to collect and remove air emission of hazardous chemicals. In order to maximize the effectiveness of this ventilation, emission collection devices must be installed as close to the source of the emissions as possible.	
	7.4.10	Preventative measures are in place to prevent chemical leakages such as secondary containers etc.	
	7.4.11	Functioning emergency eyewash stations and/or showers are provided in accordance with MSDS requirements, and are regularly inspected, cleaned, and documented.	
	7.4.12	Gas cylinders are properly marked, used, inspected, stored, and secured.	
H7 – Working Conditions H7.5 Employee Protection & Machine Safety	7.5.1	1. Appropriate, functioning Personal Protective Equipment (PPE) is provided to workers free of charge. 2. The facility monitors employees to ensure the provided Personal Protective Equipment (PPE) is correctly used.	
	7.5.2	High-risk/Specialized machines and equipment have all required and up-to-date licenses / permits (forklift, cargo lift, boiler, compressor etc.) according to legal requirements.	
	7.5.3	Specialized equipment operators (forklift, cargo lift, boiler, electrician, hot work e.g. welding etc.) are licensed where legally required and trained in safety operating procedures.	

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	7.5.4	Machines and equipment are safe and used under safe conditions. Points of operation and other potential dangerous parts are operated with proper machine guards and safety features. Safety features include but are not limited to: physical guarding, two-hand operation, emergency stop switchs, sensor light, interlock.	
	7.5.5	All machines and equipment in the workplace must be clearly marked with hazard warning signs that indicate the potential safety hazards that could cause harm to operators. These warning signs must be displayed in a language or pictorial form that operators can easily understand and must be prominently placed in areas where they can be easily seen.	
	7.5.6	Machines and equipment are regularly inspected and maintained.	

H7 – Working Conditions 7.6 Electrical Safety	7.6.1	The facility has qualified professional electrician (hired or outsourced) to maintain electrical system on regular basis.	
	7.6.2	High voltage areas and generator areas are restricted to authorized personnel only.	
	7.6.3	Electrical system including wires, outlets, panel, circuit breakers, fuse boxes etc. are properly installed, inspected and maintained.	
	7.6.4	Electrical panels / control panels / distribution boards are fully enclosed in non-flammable material, adequately maintained and damage free. Machines and equipment are properly grounded if applicable.	
	7.6.5	1. Electrical panels / control panels / distribution boards are easily accessible / unblocked. 2. Electrical panels / control panels / distribution boards are adequately labelled for which appliances are controlled.	

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H7 – Working Conditions 7.7 First Aid / Medical	7.7.1	The facility conducts and covers the cost of regular occupational health checks for employees, as mandated by applicable laws and regulations.	
	7.7.2	The facility must ensure that workers are not exposed to levels of hazardous substances that exceed the local regulatory Occupational Exposure Limit (OEL). If monitoring results indicate that exposure levels have exceeded the OEL, the facility must take immediate action to mitigate the exposure and bring it within acceptable limits.	
	7.7.3	There are sufficient numbers of first aid kits with basic items in valid as legally required.	
	7.7.4	There are sufficient numbers of first aiders who received adequate first aid and CPR trainings as legally required.	
	7.7.5	Clinic with proper license should be available onsite if required by local law. The facility establishes in place a process for external medical treatment of workers in the event of occupational injury or illness.	
	7.7.6	The facility conducts and covers the cost of regular occupational health checks for employees, as mandated by applicable laws and regulations. The facility conducts and covers the cost of regular occupational health checks for employees, as mandated by applicable laws and regulations.	
	7.7.7	The facility shall establish a written exposure control plan (ECP) designed to eliminate or minimize worker exposure to bloodborne pathogens.	



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H7 – Working Conditions 7.8 Kitchen & Canteen (if applicable)	7.8.1	Kitchens/ Canteens have a valid hygiene certificate / license as legally required.	
	7.8.2	All kitchen and food service staffs have valid health certificate and been qualified on health and safety as legally required.	
	7.8.3	Canteen and equipment for food are clean and well maintained to comply with all safety standards.	
	7.8.4	Food sampling is conducted and kept as legally required, or at least 24 hours.	
	7.8.5	Food poison response drill is conducted at least every 12 months.	

H7 – Working Conditions 7.9 Dormitory (if applicable)	7.9.1	Accommodation is separated from production buildings and warehouses.	
	7.9.2	Childcare facilities shall not be shared building with production areas and/or warehouses, and children shall not have access to production areas.	
	7.9.3	There are sufficient numbers of emergency exits on each dormitory floor as legally required, or at least 2 emergency exits on each floor where the legal guidance is absent. Emergency exits in dormitory are unlocked and not blocked.	
	7.9.4	Accommodation is of safe construction and has natural and artificial light, power and water supply, protection against weather conditions, and ventilation.	
	7.9.5	The living space per resident in sleeping rooms meet or exceed local laws/industry standards. International standard/ best practice: at least 2m² floor space per occupant; ceilings are at least 2.1 m high. No more than 8 people per room; no triple bunks, no beds directly on floor.	

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	7.9.6	Separate rooms are provided for men and women.	
	7.9.7	The residents shall be provided with their own mats or beds and not required to share mats with others.	
	7.9.8	Each resident shall have a storage space for clothes and personal possessions that can be locked and is freely accessible by the worker / resident.	
	7.9.9	There are sufficient numbers of first aid kits with basic items in accommodation as legally required.	
	7.9.10	The residents have free access to sufficient toilets and showers according to local law or industry standard; these are separated by women and mean, provide adequate privacy, and are kept safe and sanitary.	
	7.9.11	Potable water or facilities to boil water shall be made available and free of charge to workers, with drinking water tests conducted every six months or as required by law, and records must be maintained.	
	7.9.12	The facility has suitable fire detection and alarm systems, such as smoke detectors, fire alarm call points covering the dormitory. Fire alarms shall be audible throughout the dormitory. The system is inspected regularly and tested in coordination with fire drills.	
	7.9.13	Fire drills are conducted regularly in the accommodation, at least once per year or more often where required by law.	
	7.9.14	Emergency exits are clearly marked with illuminated exit signs and in language of residents. Emergency lighting, with backup power, is included in all stairways, and where needed, on exit routes. The lighting is industry grade and inspected regularly.	
	7.9.15	Emergency exits, hallways and staircases are kept clear of obstructions to allow for safe and rapid evacuation in case of emergency.	

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	7.9.16	Stairways and emergency evacuation routes are equipped with handrails to protect employee from falling, and be well lit., as per legal requirements,where needed.	
	7.9.17	A diagram clearly indicating a safe and rapid evacuation shall be posted, in the native language, in all the sleeping quarters in case of fire or other emergencies. Diagram has a “you are here” label for reference.	
	7.9.18	There are written copy of the rules posted in the accommodation. The residents are communicated to regarding their rights and understand their rights and obligations of the accommodation rules.	



Dream On.

