

8 Social Responsibility

8.1 Corporate Ethics/Fair Labor Statement

Required for Silver, Gold, and Platinum certification levels.

Applicant shall demonstrate that the organization has adopted and made publicly available one or more statements regarding their social and ethical performance goals, which have the following characteristics:

- Addresses fair labor practices, corporate and personal ethics (e.g., supplier relationships, competitive behavior, integrity), customer service, and local community.
- Signed by the Chairman/CEO, either formally or in effect.
- Internally developed within the company or adopted as a set of principles from another organization, such as the UN Global Compact (www.unglobalcompact.org) or Global Sullivan Principles (www.thegsp.org).

8.2 Begin Social Accreditation Process

Required Gold and Platinum certification levels.

Applicant shall demonstrate that the organization has begun the process of obtaining a third party social accreditation or is beginning a self-assessment by internally collecting data for workplace certification criteria adopted from a third party assessment, certification, or accreditation system with the following attributes:

- Internationally accepted.
- Intra-industry or inter-industry framework.
- At a minimum, the following components of labor practices are evaluated using explicit criteria:
 - Child labor
 - Forced labor
 - Health and safety
 - Freedom of association and collective bargaining
 - Discrimination
 - Discipline/harassment
 - Working hours
 - Compensation

Suggested certification systems include, but are not limited to, the following:

- SA8000 (Social Accountability International) (www.cepaa.org)
- WRAP (Worldwide Responsible Apparel Production) (www.wrapapparel.org)

Applicant shall report existing data to the certifying body. Note that data is tracked for all facilities in which the finished product seeking MBDC Cradle to Cradle® certification is manufactured or assembled.

Finally, applicant shall demonstrate that the organization trains all company employees and workers in any contract assembly plants on the company's standards for corporate and personal ethics.

8.3 Third Party Accreditation

Required Platinum certification level only.

Applicant shall demonstrate that the organization satisfies certification requirements for the program identified in the previous step at all facilities where the finished product seeking MBDC Cradle to Cradle® certification is manufactured or assembled. In addition, applicant shall provide proof that company suppliers have adopted statements regarding their social and ethical performance goals, as well as implement any necessary workplace improvements. This is the equivalent of all members of the supply chain meeting the Basic criteria for social responsibility.