



2.1.1 Forced Labour

There is no forced or bonded labour. The company must not retain any part of workers' salary, benefits, property, or documents in order to force workers to remain on the operation. The company must also refrain from any form of physical or psychological measure requiring workers to remain employed in the operation. Spouses and children of contracted workers are not compelled to work in the operation.

N°	Control Points Forced Labour	MAX	Score
1	(0) Clear evidence (2=M) no indication of forced labour	2 M=2	
2	Family and dependents of workers are (0) compelled to work in the organisation (1) expected to work in the operation (2=M) are free to seek employment elsewhere (without deductions for main worker). (3) Very worker friendly arrangement, efforts to provide work for family if wished so	3 M=2	
3	Employer (0) retains (2=M) does not retain original legal workers documents (i.e. identity card) for a period longer than demanded by law.	2 M=2	
4	Employer (0) does retain (2) does not retain any part of worker's salary, benefits, etc.	2	
5	(0) Restrictions (2) no restrictions on workers rights to terminate employment	2	
6	(0) Employment is linked to fulfil an obligation or debt of a third party; large loans to workers; disproportional to their income (2), no such implications. (3) Very positive schemes for workers, e.g. small loans at good conditions in case of need	3	
TOTAL		MAX	TNP
Maximum Points / Total Norm Points / Effective Points		14	12