



2.1.6 Health & Safety

A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and recorded health and safety training and such training shall be repeated for new or reassigned workers. The company shall assign responsibility for health and safety to a senior management representative.

Free access to clean toilet facilities and to potable water and food consuming areas shall be provided. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

In assessment of whether the taken measures are sufficient to guarantee a safe working environment, IMO will use a risk-based approach, i.e. larger factories with many workers or any particularly hazardous industry type will be expected to have better developed and more formal procedures and safety measures in place than smaller, low-risk operations.

N°	Control Points Health and Safety	MAX	Score
1	Risk areas and potential hazards are (0) not identified (1) partially identified (2) clearly identified with signs in local language and / or pictorially. (3) Efforts have been made to reduce risk areas and to make all workplaces safe. <i>If no real risk areas → (2) indicate "n.a."</i>	3	
2	Fire fighting equipment (0) not available (1) present but in poor condition/not accessible (2=M) available and functional (3) well maintained, adequate and sufficient	3 M=2	
3	Emergency procedures (0) not in place, not even orally (1) in place but not known to workers OR not written but all workers fully aware of relevant emergency procedures (2=M) in place (written/signposted) and known by workers; (3) advanced procedures including training of staff on evacuation procedures	3 M=2	
4	Emergency exits (0) none (1) exits not entirely unobstructed (2=M) unobstructed and clearly identified. Sufficient for quick and safe evaluation in an emergency	3 M=2	
5	Workplaces, machinery and equipment are (0) unsafe (1) not dangerous, partially safe (2=M) adequately safe and without major risks to health (as per good industry standard) (3) very safe, special efforts have been made to make workplaces as safe as possible	4 M=2	
6	Actual safety situation & accidents at work (0) several accidents or any severe accidents in past 2 years; (1=M) only minor accidents or injuries occasionally , with appropriate follow-up improvements taken; (2) no substantial accidents or work-related health problems; (3) high focus on safety issues, very good preventive measures and training; (4) exceptionally high and actively implemented safety standards	4 M=1	
7	Records about accidents at work and work related sicknesses: (0) not recorded (2) recorded but no follow-up (3) recorded, analysed and preventive measures put in place. OR: no accidents / illnesses in past 3 years	3	
8	In cases of work related accidents the company (0) does not provide any financial assistance (1) provides financial assistance on a recoverable basis (2) provides insurance cover or full payment (3) provides comprehensive medical insurance cover for work and non work related illnesses; (4) provides exceptionally good insurance coverage fully paid by company; insurance covers permanent disability / death	4	
9	Workers awareness of occupational H&S: (0) not aware of the basic requirements; (1) aware but not systematically trained; (2) informed and adequately trained on occupational H&S risk management (as appropriate for their duties); (3) very good regular training	4	
10	Safety officer: (0) None although safety problems (1) No safety officer, but safety is no real issue at all (2) A person trained as safety officer with sufficient qualification and management powers is assigned. (3) Safety committee with participation of workers	3	
11	Risk analysis of H&S hazards: (0) not carried out; (2) regular analysis done; written safety policy; (3) exceptionally high H&S awareness in-house	3	
12	First aid equipment: (0) No first aid facility (1) first aid boxes are in place but not adequately stocked with basic medicines. (2=M) Adequately stocked first aid boxes. Emergency medical care (as relevant for potential accidents) is available on site or close to workplace; (3) very good first aid & medical care; also for health problems not directly related to work (on site or via near by doctor, etc.)	3 M=2	
13	First aid staff: (0) not available; (1) properly trained staff appointed; (2) well trained staff appointed and always present during working hours; (3) staff provided with refresher course annually	3	
14	Pregnant women, nursing mothers and young persons are (0) engaged in potentially hazardous work (2=M) excluded from potentially hazardous work	3 M=2	

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Section 2: Social Issues Hired Labour



N°	Control Points Health and Safety	MAX	Score	
15	Adequate protection of workers from exposure to chemicals (0) missing although necessary (1) provided in acceptable condition (2=M) provided, maintained and effectively followed/implemented; or: not necessary; (3) exceptionally good protection efforts	3 M=2		
16	Adequate protection of workers from noise, dust, and light (0) missing although necessary (1=M) provided in acceptable condition (2) provided, maintained and effectively followed/implemented; or: not necessary; (3) exceptionally good protection efforts	3 M=1		
17	Suitable (special) work clothes (if necessary) (0) not provided (1) provided but workers are required to pay; (2) necessary protective work clothes and gear provided free of charge, well maintained and replaced regularly; (3) work clothes (even not necessary for safety reasons) provided and maintained	3		
18	Changing areas & washing facilities/showers if workers handle toxic substances: (0) no separate changing areas or washing facilities although toxic substances are handled; (2) changing areas and washing facilities available; clothes/gear worn during application /handling of toxic substances is not taken home for washing. If n.a. → 2	2		
19	Chemical storage: (0) in workers' areas or together with household goods; (2=M) separate, well locked and clearly identified storage with access restriction. If no critical chemicals → (2)	2 M=2		
20	Light situation at the work place: (0) not sufficient/strain on the eyes; (2) sufficient for the task; (3) very good and agreeable for workers	3		
21	Ventilation at work place: (0) no ventilation; (1) poor and ineffective; (2) effective with adequate flow of fresh or purified air (by local standards); (3) exceptionally good working environment (air & temperature)	3		
22	Access to potable water: (0) no access; (2=M) convenient access , free of charge; (3) high quality water or tea for free; (4) also other drinks (coffee, juice, etc.) for free	4 M=2		
23	Facilities to heat/consume food: (0) no facilities; (1) inadequate facilities; (2) clean and adequate facilities to consume food of their choice, or fairly priced canteen; (3) subsidised meal provided; (4) free quality meal provided	4		
24	If accommodation for workers is provided: (0) it is unacceptable; (1) sufficient but overall standard or cleanliness is relatively low; (2=M) adequate and safe according to local standards ⁵ , at reasonable costs. If not yet adequate: written plan to improve within 1 year after certification; (3) very good accommodation at normal/subsidised rates; (4) exceptional. If n.a. → (2).	4 M=2		
	TOTAL	MAX	TNP	Score
	Maximum Points / Total Norm Points / Effective Points	77	48	

⁵ Adequate accommodation: hygienic and healthy conditions (dry, day light access, appropriate lighting, ventilated/heated, clean sanitary facilities approximately 1 per 15 workers, sufficient space per person, dignified sleeping structures); some privacy ensured and storage of personal belongings possible; access to laundry place, kitchen facilities if necessary.