

# **COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND CATHOLIC SOCIAL TEACHING**

## **POLICY**

**CODE: D 4.2**

### **Policy Statement:**

The London District Catholic School Board, in keeping with its commitment to reflect Christ's values and abide by the social teachings of the Church and the Board's own mission statement, is committed to business practices that promote corporate social responsibility.

### **Purpose:**

This policy outlines the board's commitment to its Corporate Social Responsibility (CSR) and to operate in a manner consistent with the Catholic Social Teaching.

### **Application and Scope:**

The board operates a significant corporation and has extended influence through its suppliers of goods and services.

As global citizens the board is committed to corporate business practices that:

- Protect human rights
- Protect the natural environment
- Support our community
- Provide opportunities for learning

### **Principles**

#### **1. Protecting human rights**

The board is committed to protecting human rights as required by the laws of Canada, and those outlined in the following board policies;

A 3.7 A Respectful Workplace, Violence and Harassment Prevention

G 1.01 Equal Opportunity Employment

G 1.04 Occupational Health and Safety

- 1.1. The board will respect the basic rights of workers by ensuring that apparel manufactured for the London District Catholic School Board is made under humane working conditions in compliance with accepted international standards and local laws, and to promote greater respect for workers' rights and improve working conditions and labour practices in the apparel industries worldwide.

## **COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND CATHOLIC SOCIAL TEACHING**

### **POLICY (continued)**

**CODE: D 4.2**

- 1.2. The board will seek assurance, from suppliers/licensees who provide school, physical education, sport team and “Spirit” uniforms/wear, that the articles of clothing are manufactured under safe, just and healthy conditions.
- 1.3. The board agrees to take all reasonable measures to ensure that suppliers/licensees (and any subcontractors, servants, agents or employees of suppliers) who provide school, physical education, sport team and “Spirit” uniforms/wear manufacture under safe, just and healthy conditions.
- 1.4. The board will ensure that schools only purchase or contract with those suppliers/licensees who provide school, physical education, sport team and “Spirit” uniforms/wear that agree to adhere to the Board’s policy and abide by the expectations outlined in Appendix A.

### **2. Protecting the natural environment**

As stewards of the earth, the board recognizes and is committed to reducing waste and its carbon footprint.

- 2.1. The board will solidify Energy Conservation gains achieved in the 2013/2018 Conservation and Demand Management Plan and seek further reductions in the next five-year plan.
- 2.2. The board will include energy efficiency as a design criterion in new building projects to the extent permitted by the funding formula.
- 2.3. The board will seek to reduce consumption by eliminating packaging; reducing use of paper; etc.
- 2.4. The board will seek to enhance the diversion of waste from landfill through education, reduction, and recycling.
- 2.5. The board will work to improve water conservation.
- 2.6. The board will ensure that all chemical substances created by it’s operations or classrooms are disposed of following best practices.
- 2.7. The board will use non-toxic cleaning agents wherever possible.

### **3. Supporting our community**

The board will promote and enhance social, cultural and economic development in our local and global community.

## **COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND CATHOLIC SOCIAL TEACHING**

### **POLICY (continued)**

**CODE: D 4.2**

- 3.1. The board will encourage secondary students to complete meaningful volunteer hours as part of their Graduation requirements.
- 3.2. The board will support opportunities for students and staff to volunteer with community that have shared values.
- 3.3. The board will seek out opportunities to collaborate with community groups to create synergies and increased social capital.

### **4. Learning**

As a Catholic school system, the board will encourage education about the principles included in this policy.

- 4.1. Staff are encouraged to seek out innovative means to accomplish the goals outlined in this policy.
- 4.2. Opportunities for student learning will be considered when designing CSR projects.

### **5. Accountability**

The board will measure and publicly report on progress in the areas outlined in this policy on an annual basis.

### **Expected Outcomes**

This policy will articulate the Board's commitment to corporate social responsibilities consistent with the Catholic Social Teachings and report meaningful progress to the community.

**Adopted:** May 24, 2011

**Revised:** October 29, 2018

**COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND  
CATHOLIC SOCIAL TEACHING**

**POLICY (continued)**

**CODE: D 4.2**

**Labour Rights Provisions**

Every supplier shall ensure that its manufacturing facilities and those of its subcontractors, producing for the London District Catholic School Board comply with national and other laws applicable in each workplace and shall respect this Policy and the internationally recognized workers' rights and labour standards expressed in the relevant conventions and recommendations as cited in the ILO.

Where national laws, other applicable laws, or the Policy address the same general right, benefit, or protection for employees, suppliers and subcontractors shall apply the right, benefit, term or condition of employment which provides the greater right, benefit or protection to employees.

The Policy is not a substitute for union representation and shall not be used or promoted as an alternative to union recognition, collective bargaining or a collective agreement.

All suppliers and subcontractors involved in the production and/or distribution of products for the London District Catholic School Board shall ensure that:

**Forced Labour**

1. There shall be no use of forced labour, whether in the form of involuntary prison labour, indentured labour, bonded labour or otherwise.
2. Workers shall not be required to lodge financial deposits or their original identity papers with their employers.

**Child Labour**

1. There shall be no use of child labour.
2. Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any displaced child workers as per local laws.

**Harassment or Abuse**

1. Physical, sexual or psychological abuse, or verbal harassment, or abuse, including the use of corporal punishment, shall not be tolerated.

**COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND  
CATHOLIC SOCIAL TEACHING**

**POLICY (continued)**

**CODE: D 4.2**

2. All disciplinary measures shall be recorded.

**Discrimination**

1. There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on age, race, caste, national origin, religion, disability, gender, marital status, sexual orientation, union membership, or political affiliation.
2. The employer shall not interfere with the exercise of the rights of personnel to observe tenets or practices, or to meet needs relating to race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation.
3. Overtime work (more than 48 hours per week) shall be voluntary, shall not exceed 12 hours per employee per week, will not be requested other than in exceptional and short-term business circumstances and will always be remunerated at a premium rate.

**Freedom of Association and the Right to Bargain Collectively**

1. Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
2. The employer adopts an open attitude towards the activities of trade unions and their organizational activities.
3. Workers representatives are not discriminated against and have access to carry out their representation functions in the workplace.
4. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder the development of parallel means for independent and free association and bargaining.

**Wages and Other Compensation**

1. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
2. In any event wages paid for a standard working week should always be enough to meet basic needs of workers and their families and to provide some discretionary income.

**COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND  
CATHOLIC SOCIAL TEACHING**

**POLICY (continued)**

**CODE: D 4.2**

3. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
4. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned or his/her organizational representative bargaining agent.

**Health and Safety**

1. A safe hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.
2. 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 and hazards inherent in the working environment.
3. Access to clean toilet facilities and to potable water and, if appropriate, sanitary facilities for food storage, shall be provided. Accommodation, where provided, shall be clean, safe and meet the basic needs of the workers.
4. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for returning or reassigned workers.

**Employment Relationship**

1. To every extent possible work performed must be on the basis of recognized employment relationships established through national law and practice.
2. Obligations to employees under labour and social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour only contracting, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

**COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY AND  
CATHOLIC SOCIAL TEACHING**

**POLICY (continued)**

**CODE: D 4.2**

**Reproductive Rights**

1. No employee or prospective employee shall be subjected to the involuntary use of contraceptives or pregnancy testing.
2. Workers will be permitted to take maternity leave without facing threat of dismissal, loss of seniority or deduction in wages, and shall be able to return to their former employment at the same rate of pay and benefits.

**Awareness Raising and Training**

1. Workers whose work is covered by the Policy shall be made aware of the Policy orally and through the posting of standards in a prominent place in the local language(s) spoken by employees and managers.
2. Whenever possible, suppliers and their subcontractors, in cooperation with the London District Catholic School Board and relevant local labour, human rights and nongovernmental organizations, shall facilitate training of workers covered by the Policy on their rights under the Policy and local law.
3. Workers and interested third parties shall be provided with a confidential means to report noncompliance and shall be otherwise protected in this respect.