

Food Service Restaurant

Social

- Companies in this sector are encouraged to work with local municipalities and constituencies to minimize their social impact.
- Any potential major developments should be preceded by a thorough human rights assessment.
- Where possible, companies should be employing local people as well as having an employee diversity program in place. The diversity program should facilitate the integration of a broad spectrum of employees in terms of gender, age, race etc.
- Companies should have a health and safety management system in place including training and the disclosure of any injuries and safety incidents.
- Where present, companies should maintain an open dialogue with employee trade unions.

Environment

- Sector leaders have an Environmental Management System (EMS) in place at all locations and are certified to International Organization for Standardization (ISO) 14001 standards.
- Companies are encouraged to produce an environmental report.
- All companies in the sector, regardless of size, should have some form of recycling program in place.
- Environmental assessments should be conducted before construction begins on any new developments.

Economic

- Sourcing from responsible producers such as Kawartha Choice, Fairtrade Labeling Organizations International (FLO), World Fair Trade Organization (WFTO) and Green Seal is advisable.
- Sustainability policy is communicated both internally and externally.
- Larger companies should follow a code of ethical business practices.

Accommodation Hospitality

Social

- Leaders in the industry are following the Tourism and Human Rights Initiative set forth by International Business Leaders Forum (IBLF) and the United Nations World Tourism Organization (UNWTO).
- Other international standards that may apply to companies in this industry include the United Nations Universal Declaration on Human Rights and the International Union of Food Workers
- Human Rights Policy Statement including procedures to reduce human trafficking and the exploitation of children.
- Companies should support the local communities in which they operate.

Environment

- Sector leaders have an Environmental Management System (EMS) in place at all locations and are certified to International Organization for Standardization (ISO) 14001 standards.
- Companies are encouraged to produce an environmental report.
- Hotels should have a recycling program for general operations as well as encouraging guests to recycle by providing recycling bins in rooms and around common areas.
- Buildings should be equipped with energy efficient lighting and guests should be given the option to re-use towels and linen.
- Environmental assessments should be conducted before construction begins on any new developments.

Economic

- Sourcing from local companies for products required for business operations including food and in-room amenities.
- Promotion of local businesses and services to guests.
- Sustainability policy is communicated both internally and externally.
- Larger companies should follow a code of ethical business practices.

Agriculture

Social

- Development and adherence to a human rights policy.
- Policies in place to ensure sensitivity to potential indigenous populations when developing new agricultural land.
- Policies to ensure equal opportunity employment in regards to age, gender, race etc.
- Protection of foreign workers by procuring such labour through the Seasonal Agricultural Worker Program (SAWP).
- Due to the dangerous nature of working with certain agricultural machinery, a comprehensive health and safety policy is required including training and disclosure of injury frequency rates.
- Where present, companies should maintain an open dialogue with employee trade unions.

Environment

- Establishment of an Environmental Management System (EMS); preferably all units certified to ISO 14001 standards.
- Publicly-available environmental report including statistics on emissions, water usage, use of hazardous materials etc.
- Utilization of sustainable farming techniques such as crop rotation, soil amendment and grazing management.
- Increasing use of animal wastes as fertilizers and reduction in the use of toxic chemicals as pesticides.

Economic

- Establishment of a sustainability strategy incorporating a socio-economic and environmental basis.
- Publishing a Corporate Social Responsibility report on an annual basis.
- Where possible, farming equipment should be purchased from local vendors.
- Establishment of a supply chain management system to ensure social and environmental integrity.

Office

Social

- Companies should be seeking to provide assistance to local community initiatives through sponsorship, funding, grants, volunteer hours etc.
- Policies to ensure equal opportunity employment in regards to age, gender, race etc., as well as training on issues of discrimination and harassment.
- Companies should track and disclose workforce population statistics.
- Health and safety training including tips on how to avoid physical complications caused by stress and long periods of inactivity typical in office settings.
- Policy in place to promote the freedom of employees to bargain collectively and maintenance of an open dialogue with employee representatives.

Environment

- Programs in place to encourage eco-friendly travel options for employees including carpools and secure parking facilities for bicycles on-site.
- Use of telecommuting and virtual meetings to reduce the need for long-distance travel.
- Energy efficient procedures at all offices including lighting, water and heating.
- Well-developed recycling program in place at all facilities.
- Comprehensive paper management system in place including initiatives to refrain from printing as much as possible; double-sided printing; reuse of pre-printed paper for scrap paper and note-taking; and procuring paper products from a responsible source such as those carrying the Sustainable Forestry Initiative (SFI) logo.

Economic

- Development of a sustainability strategy and preparation of an annual Corporate Social Responsibility report highlighting community development initiatives, employees, environmental and economic aspects.
- Code of Conduct signed by each employee governing relationships with clients, other employees and all stakeholders.
- Code of Ethics detailing ethical business practices signed by all employees or, as a minimum standard, by senior financial officers.

Retail

Social

- Companies should have a human rights policy that extends to all business units and is communicated throughout the supply chain.
- Evaluate whether there are human rights abuses occurring in a country before considering developing any production facilities there or using suppliers in such countries.
- Companies should make efforts to improve the communities in which they operate, whether that be a subsidiary or through the supply chain.
- Comprehensive supply chain management policies relating to labour. Issues to be addressed include prevention of forced and child labour; health and safety; working conditions; collective bargaining and/or employee representation; appropriate compensation; and regular auditing.

Environment

- Energy efficient procedures at all outlets and distribution centres including lighting, water and heating.
- Companies should strive to reduce packaging and use recyclable materials for packaging as much as possible.
- Implementation of an effective recycling program, including packaging.
- Promotion of eco-friendly products and alternatives.
- Use of fuel efficient vehicles and streamlining of delivery procedures to improve the impact of distribution.
- Industry leaders work with other organizations such as Energy Star, EU Restriction of Hazardous Substances (RoHS) Directive, and the Waste Electrical & Electronic Equipment Regulations (WEEE) to improve the environmental impact of their products.

Economic

- Annual Corporate Social Responsibility report with an emphasis on the socio-economic and environmental policies applied to the supply chain.
- Sourcing materials and goods as locally as possible; showcasing local producers, designers, artists etc.
- Increasing percentage of Fair Trade Certified products on offer.