



# Global Workplace Standard for Mica Processor

One-o-one  
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# About the standard

A few elements to briefly present the Global  
Workplace Standard for Mica Processors





# Five components, **three criticality levels**

- Environment (62 criteria)
  - Occupational Health and Safety (81 criteria)
  - Social (88 criteria)
  - Governance (21 criteria)
  - Supply Chain Due Diligence (based on OECD guidance)
- Total of 252 criteria

- Zero Tolerance (ZT, 22 criteria)
- Major (M, 134 criteria)
- Minor (m, 93 criteria)
- N/A (3 criteria)

- Each criteria has one criticality level according to the priority this criteria needs to be addressed

*Some examples:*

*No child labor*

→ *Zero Tolerance*

*Identification of environmental laws*

→ *Major*

*Carbon footprint*

→ *Minor*

- After one year of membership:
  - Compliance is compulsory with all ZT criteria
  - Compliance is compulsory with all Major criteria - or a Corrective Action Plan should be in place and implemented within the right timing
  - Compliance is recommended for Minor criteria



# Component 1 - Environment

Common to 4 components

Legal compliance (identification of relevant laws and regulations, obtention of the authorization,  
Management (policies in place and implemented, management system in place and working)

+ some specifics...

*(sections in bold orange contain ZT criteria)*

Air emissions

GHG emissions

Noise

Energy consumption

Freshwater management & conservation

Wastewater discharge

Soil erosion

Waste management

**Biodiversity, forests & protected areas**

Chemical storage





## Component 2 - Occupational health and safety

Common to 4 components

Legal compliance (identification of relevant laws and regulations, obtention of the authorization,  
Management (policies in place and implemented, management system in place and working)

+ some specifics...

*(sections in bold orange contain ZT criteria)*

Hazard identification  
Personal Protective Equipment

**Emergency response**

**Fire safety**

Electrical safety  
Equipment safety  
Hand tool safety  
Confined space  
Hot work

**Structural safety**

Walking and working surfaces

Materials Handling safety

Chemical safety

Working at heights

First aid

Employee safety training

**Incident reporting**

Sanitary Living and Working Conditions

Disease Prevention and Management



## Component 3 - Social

Common to 4 components

Legal compliance (identification of relevant laws and regulations, obtention of the authorization,  
Management (policies in place and implemented, management system in place and working)

+ some specifics...

*(sections in bold orange contain ZT criteria)*

**Child labor**

**Forced / bonded labor**

Entitlement to work

Hiring

Use of Labor Providers/Agencies

**Subcontracting**

Freedom of Association and Collective Bargaining

Discrimination

**Harassment**

Lay-off

Gender Equality

**Working hours**

**Remuneration/compensation**

Grievance mechanism

Community Health and Safety

Artisanal and Small-Scale Mining

Security and Human Rights

Under-privileged communities

Land acquisition and cultural heritage



## Component 4 - Governance

Common to 4 components

Legal compliance (identification of relevant laws and regulations, obtention of the authorization,  
Management (policies in place and implemented, management system in place and working)

+ some specifics...

*(sections in bold orange contain ZT criteria)*

Business integrity

Stakeholder engagement

Business relationship

Management Responsibility and Accountability

Transparency and Disclosure

Management/Executive Compensation and Incentives





## Component 5 - Supply Chain Due Diligence

### Main objective

Conduct due diligence on the supply chain

- Identify your suppliers
- Identify the risk (child labor, forced labor, human rights infringements, ...)
- Set up remediation actions to mitigate identified risks



# About the support tools

A few elements to briefly present the support tools developed and deployed by the Responsible Mica Initiative for mica processors and other stakeholders involved in the mica supply chain





# RMI has set up tools to support the implementation of the standard at processor level



One team member (Supply Chain Officer), 100% dedicated to processors' support & local advocacy



Development of e-trainings for managers  
*Content of the e-training will remain available to managers to train their workers*



Resumption of in-person training sessions for processors' management & workforce facilitated by RMI Supply Chain Officer



Online self-assessment tool available to all processor members



# RMI has set up **documents that could be useful to processors** in implementing the standard

**Global Workplace Standard for Mica Processors** detailing all criteria of the standard

**Audit grid, or audit checklist** that lists all criteria, and gives the criticality level for each of them

**RMI assessment procedure for Mica Processors** detailing the procedure to be followed by auditors, processors and audit customers while carrying out an audit against the Global Workplace Standard for Mica Processor

**RMI Mica sourcing philosophy and guidelines** detailing ideas for all companies along mica supply chains (incl. downstream companies up to brands) to support the implementation of the standard at processor level



# International comparison

The Global Workplace Standard for Mica Processors,  
compared to international standards on a selection of  
provisions



The **Global Workplace Standard for Mica Processors** covers most of the provisions usually included in international standards and might consequently be considered as an equivalent.

Provisions (selection only)	Environment				Occupational Health and Safety				Social						Governance			Due dil.		Legal compliance
	Noise	GHG	Pollutions (water, waste)	Biodiversity protection	Emergency response	Fire safety	PPE	Structural safety	Child labor	Forced labor	Subcontract	Harassment/discriminat.	Working hours	Wages	Business integrity	Procedures, policies	Stakeholder engag.	OECD guidance	UNGPs	
Global Workplace Standard for Mica Processors	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	□	■
IRMA	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
ETI Base Code	□	□	□	□	□	□	□	□	■	■	□	■	■	■	□	■	□	□	■	■
SA8000	□	□	□	□	■	■	■	■	■	■	■	■	■	■	■	■	■	□	■	■
SMETA	□	□	□	□	■	■	■	■	■	■	■	■	■	■	■	■	■	□	■	■
IFC Performance Standard	■	■	■	■	■	■	■	■	■	■	■	■	■	■	□	■	■	□	□	■

For child labor considerations, see next slide for a detailed overview

Regarding **child labor** specifically, provisions may vary from a standard to the other. The Global Workplace Standard for Mica Processors covers the most important provisions.

Provisions (selection only)	Child labor							
	Min. age	Hazardous work	Worst forms of child labor	Workers age record	Grievance mechanism	Remediation	Policies	Working hours for young workers
Global Workplace Standard for Mica Processors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
IRMA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ETI Base Code	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SA8000	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SMETA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IFC Performance Standard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

