

Global Fair Pay Charter

Overview

We, the undersigned are committed to this Fair Pay Charter in promoting fairness, equality, and justice within the Global Work Force. We recognise the indispensable contribution of workers around the world. We affirm that all must be rewarded fairly for their efforts, as it is through their labour that industries thrive and can continue to do so. We also acknowledge the need for a sustainable business environment and thus align this charter with the United Nations' Sustainable Development Goals. We agree to use our best efforts to and support the purchase of Fair Pay accredited products for our business and any business-related activities / events / other engagement opportunities in support and pursuant to our commitment to this Charter.

Articles TO THE Charter

ARTICLE Nº1 – FAIR REMUNERATION

We are committed to supporting the enablement of all workers in global industries receiving fair remuneration and ensuring a dignified standard of living for all. Pay structures shall reflect the skill, effort, and responsibility required in each role, and equal work shall warrant equal pay, irrespective of gender, ethnicity, religion, creed, nationality, or age.

ARTICLE Nº2 – LIVING WAGE COMMITMENT

We commit to supporting the implementation of a living wage for all industry workers, which covers not only their basic needs but also allows them and their families to enjoy a decent and respectable standard of living. This includes access to adequate food, water, housing, education, health care, transport, clothing, and other essential needs including the provision for unexpected events, providing them with a sustainable future.

ARTICLE Nº3 – CYCLICAL REVIEW OF WAGES

We understand that the Fair Pay Foundation will be actively supporting governments and industries in discussing and shaping best practices and cyclically reviewing wages to ensure that adjustments be made in line with the cost-of-living increases, inflation, and other relevant economic factors. We are committed to transparency within these reviews and knowledge share in terms thereof as a paramount and fundamental factor of this Charter.

ARTICLE Nº4 – EQUAL OPPORTUNITIES

We are committed to providing equal opportunities to all workers, preventing any discrimination whatsoever based on gender, race, religion, or disability. All workers will have equal access to benefits, training, and promotions as well as all resources associated thereto.

ARTICLE Nº5 – FREEDOM OF ASSOCIATION

We recognise and respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as in activities related to improving their working conditions.

ARTICLE Nº6 – HEALTH AND SAFETY

We are committed to ensuring a safe and healthy work and living environment that adheres to local and international standards. The health and safety of the global industry workers are of utmost importance to us and within this Charter.

ARTICLE Nº7 – CHILD LABOUR AND FORCED LABOUR

We unequivocally reject all forms of child labour and forced labour. We will support the strict standards set by the International Labour Organisation regarding the minimum age for employment and the prohibition of forced labour. We agree to use our best efforts to embrace the knowledge share and measures developed by the Fair Pay Foundation.

ARTICLE Nº8 – ENVIRONMENTAL SUSTAINABILITY

We commit to sustainable practices that reduce our environmental impact and protect the planet for future generations. These practices will include the responsible use of resources and disposal of waste, biodiversity protection, and sustainable agricultural and industry methods. We will support practices developed by the Fair Pay Foundation on the use of renewable energy, water conservation and all other measures that support and promote more sustainable industries.

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FAIRNESS, EQUALITY AND JUSTICE

