

Freedom of association and the right to collective bargaining *(Section 3.3 GOTS Version 5.0)*



- **Workers, without distinction, have the right to join or form trade unions of their own choosing to bargain collectively.**
- **The employer adopts an open attitude towards the activities of trade unions and their organisational activities.**
- **Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.**
- **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 and allows their workers to freely elect their own representatives with whom the company can enter into dialogue about related issues.**

Social Compliance Management

(Section 3.11 GOTS Version 5.0)



Companies must have a policy for social accountability to ensure that the social criteria can be met. They must support the implementation and monitoring of the social criteria by:

- **Nominating a person responsible for social accountability.**
- **Monitoring compliance with the social criteria and implementing necessary improvements at its facilities.**
- **Informing its workers about the content of the minimum social criteria and any other related information provided by GOTS in the applicable local language(s).**
- **Maintaining records of the name, age, working hours and the wages paid for each worker.**
- **Allowing the workers to nominate a representative for social accountability that is able to provide feedback to the management regarding implementation status of and compliance with social criteria.**
- **Recording and investigating complaints from workers or third parties related to the adherence to the social criteria and maintaining records about any necessary corrective measures arising from them.**
- **Refraining from disciplinary measures, dismissals or other forms of discrimination against workers for providing information concerning observance of the social criteria.**