

WORKER WELFARE PRINCIPLES

工人福利原则



Workers Are Treated with Dignity, Respect, and Fairness

工人有尊严地工作，得到尊重及公平对待。

Workers, irrespective of their nationality, gender, ethnicity, social and legal status, race, religion, or other protected status, are treated with dignity, respect, and fairness, and are not subject to harassment, discrimination, abuse, or inhuman or degrading treatment.

不论工人的国籍、性别、族裔、社会和法律地位、种族、宗教或其他受保护地位如何，都要使他们有尊严地工作，受到尊重和公平对待，不受骚扰、歧视、虐待或不人道或有辱人格的待遇。



Workers Are Free from Forced, Trafficked, and Child Labor

消除强迫劳动、贩卖工人及童工。

Workers are not subject to forced, coerced, trafficked, bonded, child, or involuntary labor of any form.

工人不从事任何形式的强迫、胁迫、贩卖、约束、童工或非自愿劳动。



Recruitment Practices Are Ethical, Legal, Voluntary, and Free from Discrimination

招聘行为是道德的、合法的、自愿的，并是消除歧视的

Workers shall be recruited through ethical and legal means whereby all recruitment shall be free from discrimination and all forms of involuntary labor, slavery, and trafficking. Companies should commit to responsible recruitment in their operations and prohibit the payment of fees by the worker. Conditions of employment shall be transparent and agreed upon in writing prior to commencing work in a language that is understood by the worker.

工人应通过道德的且合法途径征聘，且所有招聘员工均免于歧视和任何形式的非自愿劳动、奴役和贩卖。公司应承诺其公司进行负责的招聘工作，并禁止向工人索取任何形式的招聘费用。在工人上岗前，就应将透明的就业条件，以工人能够理解的语言告知工人并与其商定

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Freedom to Change Employment Is Respected

尊重就业自由

Workers are free to refuse their contract; cancel and change their employment; and, where appropriate, return home travel at the end of their employment contract should be provided.

工人可自由拒绝其合同;取消和改变雇佣;并酌情在雇佣合同结束时提供返乡行程。



Working Conditions Are Safe and Healthy

工作条件安全健康

Workers have a safe and healthy work environment, subject to a robust health and safety management system that is compliant with all governing health and safety laws and regulations and is aligned with applicable international standards and industry best practice. This includes access to safe and clean transportation and welfare amenities on project sites; and the promotion of transparent and external reporting regarding health and safety incidents.

工人需要工作环境安全健康，遵守健全的健康和安全管理体系,且该体系须遵守所有管理健康和安全的法律和法规，并符合适用的国际标准和行业最佳实践。这包括在项目现场设立安全和清洁的交通和福利设施;增加对外的相关健康和安全事故的报告，并提升报告的透明度。



Living Conditions Are Safe, Clean, and Habitable

工人的生活条件要安全，干净，宜居

Workers, when provided with accommodation, have living conditions that are safe, clean, hygienic, and habitable, where consideration is given to their physical and mental health and well-being.

在提供工人的住宿时，要考虑其生活条件安全、清洁、卫生、宜居性，并考虑到他们的身心健康和幸福感。

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Access to Documentation and Mobility Is Unrestricted

访问档案及移动文档不受限制

Workers have access to passports and personal documentation at all times. Workers shall have freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, or well-being of the worker.

工人随时可使用护照和个人证件。工人在正常工作时间以外应有行动自由，除非存在可能威胁工人健康、安全或幸福的合法安全或安全问题。



Wage and Benefit Agreements Are Respected

遵守工资和福利协议

Workers are paid their agreed wages regularly and on time. Workers will receive all benefits to which they are entitled in accordance with contractual arrangements.

工人定期按时领取协议工资。工人将依据合同获得他们有权享受的所有福利。



Worker Representation Is Respected

尊重工人代表

Workers have the right to freedom of association. In countries where the right to freedom of association is restricted under law, companies should recognize the right of workers to develop alternative means for independent and free association and to communicate and promote their rights and welfare.

工人享有结社自由的权利。在法律限制结社自由权的国家，公司应认可工人有权发展独立和自由结社的替代手段，并交流与促进其权利和福利。



Grievance Mechanisms and Access to Remedy Are Readily Available

申诉机制和补偿随时可用

Workers have, and are aware of, the means to report grievances or any activity that is inconsistent with these Principles without fear of retaliation, retribution, or dismissal, and to have them addressed in a prompt, fair, and consistent manner.

工人清楚申诉的途径并具备申诉的意识，在申诉或报告任何不符合公司原则的活动时不必担心遭到反击、报复或解雇，且工人所报告事项能得到迅速、公正的处理，处理态度保持一致。

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CORE ELEMENTS OF IMPLEMENTATION

实施的核心要素

Company implementation of the Principles should apply a risk-based approach and include the following core elements:

公司实施此原则应采用基于风险的方法，并包括以下核心要素：

Commitment | 承诺

Senior leadership demonstrates a commitment to promoting worker welfare by providing appropriate policies and procedures, clarifying roles and responsibilities, and allocating sufficient resources.

高级领导层通过制定相应政策和程序、明确角色和责任以及分配足够的资源，表明他们致力于促进工人福利。

Oversight | 监督

Oversight of key contractors and suppliers is undertaken through appropriate mechanisms, including policies and procedures, contractual controls, due diligence, training, monitoring, and continuous improvement of all elements.

通过适当的机制对主要承包商和供应商进行监督，包括政策和程序、合同控制、尽职调查、培训、监测和持续改进所有要素。

Training | 培训

Appropriate awareness building, communication, and training is provided to leadership, employees, and workers.

向领导层、雇员和工人提供适当的意识建立、沟通和培训。

Reporting | 汇报

Transparent and accessible mechanisms are available to report incidents and raise concerns in good faith, without fear of retaliation.

透明和无障碍的机制，可以诚实地报告事件和提出关切，而不必担心遭到报复。

Engagement | 约定

Building Responsibly members should endeavor to “lead by example” and encourage others in the engineering and construction sector to join our efforts to promote the rights and welfare of workers. Members will also engage with all affected stakeholders to improve implementation of the Principles.

责任成员应建立“以身作则”责任，鼓励工程、建筑界的其他成员共同努力以促进劳动者的权利及权益。成员还将与所有受影响的利益相关方接触，以改进此原则的执行。