PEOPLE · TOPIC GUIDE B4

Rights

Anti-modern-slavery statement and child protection.

WHAT THIS COVERS

An anti-modern-slavery policy or statement with supplier human-rights checks (PPL-05), and employee age records plus anti-trafficking or child-protection training (PPL-06).

WHY IT MATTERS

These are legal requirements in many markets and non-negotiable for corporate buyers. They are also cheap to evidence once the documents exist.

How to track it well

1. Adopt or write the statement; add a human-rights question to supplier onboarding.
2. Confirm HR holds age records for all staff and that front-line teams have had child-protection training.
3. Mark each item in place and attach the documents; review annually.

Your first month

1. Check age verification is recorded for every hire.
2. Write or adopt a one-page code of conduct covering staff, suppliers and guests.
3. Set up a confidential way to raise a concern and tell staff how to use it.

WORKED EXAMPLE (ILLUSTRATIVE FIGURES)

The grievance log for the year shows four concerns raised and four closed, with dates. The log, not the count, is the evidence: it shows the channel exists and is used.

Where the data comes from

- HR
- Procurement onboarding
- Training log

EVIDENCE TO ATTACH

Statement; supplier checklist; training record.

HOW OFTEN, AND WHO

Annual, HR and procurement.

Common pitfalls

- A group statement nobody at the property has read
- Supplier checks that exist on paper but are never completed

What you record

3 attributes make up this topic. Each lists the data points to enter; anything marked “calculated for you” needs no entry.

Anti-modern-slavery PPL-05

Annually

Anti-modern-slavery policy or statement, and supplier human-rights checks

Evidence: Statement / supplier checks · Scoring: in place = 100, not in place = 0

No.	Data point	How it is entered	Asked for by
PPL-05.1	**Anti-modern-slavery**	Yes / no	WTTC · GSTC-B
PPL-05.2	Statement / supplier checks	Document	–

Child protection PPL-06

Annually

Employee age records (no child labour) and anti-trafficking or child-protection training

Evidence: HR records / training log · Scoring: in place = 100, not in place = 0

No.	Data point	How it is entered	Asked for by
PPL-06.1	**Child protection**	Yes / no	–
PPL-06.2	HR records / training log	Document	–

Code of conduct & grievance mechanism PPL-11

Annually

Written code covering staff, suppliers and guests; confidential grievance / whistleblower channel; cases logged and closed; non-retaliation; covers outsourced workers

Evidence: Code / channel description / case log · Scoring: in place = 100, not in place = 0

No.	Data point	How it is entered	Asked for by
PPL-11.1	**Code of conduct & grievance channel in place**	Yes / no	–
PPL-11.2	Written code (staff, suppliers, guests)	Document	GSTC B6
PPL-11.3	Confidential grievance / whistleblower channel	Short text	GK 1.6 · GSTC B9
PPL-11.4	Grievances received / closed (per period)	Count	–
PPL-11.5	Staff who know how to raise a concern (from the speak-up survey)	Percentage	–

Ready-for-audit checklist

- Every attribute above has a value for the current period, submitted (not left as a draft).
- Each measured value has its bill, invoice, log or photo attached.
- Any estimated figure is marked as estimated, with the real figure entered when it arrives.
- Flagged readings have been confirmed or corrected.
- The method is written down: which meters, sources or records feed each number.
- Policies and registers are dated, owned by a named person and reviewed this year.

What a certifier will ask

The certification criteria this topic supports, in plain words, and the Canoprise attribute that holds the evidence.

Scheme	Criterion	What it asks for	Supported by
GSTC Hotel v4	B6	Code of conduct	PPL-06, PPL-11
GSTC Hotel v4	B7	Exploitation, harassment and human trafficking	PPL-05, PPL-06
GSTC Hotel v4	B9	Decent work	PPL-11
Green Key	1.5	No child labour; minors protected	PPL-06
Green Key	1.6	Grievance and whistleblower channel	PPL-11
Green Key	1.15	Code of business conduct (guideline)	PPL-11
EarthCheck	2.4.5	Employment conditions	PPL-05, PPL-06, PPL-11

Criterion titles are Canoprise's short paraphrases of WTTC Hotel Sustainability Basics, the GSTC Hotel Standard v4 and the Green Key 2026–2031 hotel criteria; read the scheme's own text before applying. This mapping is our reading; your certification partner decides what is met.
EarthCheck clause titles paraphrase the EarthCheck Company Standard v4.2.

Where it is reported

The same data answers the reporting frameworks: GRI disclosures, SASB Hotels & Lodging metrics and CSRD (ESRS) topics. These are referenced, not scored.

Framework	Reference	What it asks for	Supported by
GRI	2-23	Policy commitments	PPL-11*
GRI	2-26	Raising concerns and seeking advice	PPL-11
GRI	408-1	Risk of child labour	PPL-06*
GRI	409-1	Risk of forced labour	PPL-05*
SASB	SV-HL-310a.4	Policies to prevent worker harassment	PPL-05*, PPL-11
CSRD	G1	Business conduct	PPL-11
CSRD	S1	Own workforce	PPL-05*, PPL-06*, PPL-11
CSRD	S2	Workers in the value chain	PPL-05*, PPL-06*

* gives part of what the reference asks for. Titles are Canoprise’s paraphrases; check the official standard before you publish. GRI 102 and GRI 103 replace GRI 305 and 302 from 1 January 2027.