

Sustainable Constructional Steel Scheme

Operational Assessment Schedule
Fabricators

CARES Cloud App

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CARES
Pembroke House
21 Pembroke Road
Sevenoaks
Kent TN13 1XR
United Kingdom

Tel: +44 1732 450 000 • E-mail: general@carescertification.com

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Annex 1	Self-Assessment and Audit Workbook	Separate document
Annex 2	Schedule of Operations	Separate document

Amendment Control Sheet

Section	Amendment	Date of Issue
V10 draft	New version 10 – Fabricators Guidance separated from the *Self-Assessment and Audit Workbook* (Annex 1), updated and edited in this document. Substantive changes to several criteria, minor edits and amendments to several criteria, several criteria have been moved, some deleted, resultant changes to numbering. For a full list of changes, see Change log and Q&A supplement	June 2026

To search and quickly go to relevant sections, please use the navigation/bookmarks pane.

Terminology

Within this Guidance, the following terminology is adopted:

The term **"shall"** is used to indicate a mandatory requirement.
The term **"should"** is used to indicate a recommendation, rather than a requirement.
The term **"may"** is used to indicate an option that is permissible.
The term **"can"** is used to indicate a possibility or a capability.

Other terminology and definitions are contained in a separate glossary.
Where a term is specified in this document, the glossary definition becomes normative.

1. Company information and certifications

Scope:
The Scheme is applicable to the following steel value chain stages and product types:

Processors and suppliers of bar/coil and fabric as:

- Bar/Coil in straight lengths or coil to BS 4449, BS 6744 and other national or international reinforcing steel standards acceptable to CARES
- Standard and purpose made steel fabric in bundles or single sheets to BS 4483 and other national or international reinforcing steel standards acceptable to CARES
- Cold reduced steel wire in coil or cut to length to BS 4482 and other national or international reinforcing steel standards acceptable to CARES
- Fabricated reinforcing steel to BS 8666 or customer specification and other national or international reinforcing steel standards acceptable to CARES
- Pre-assembled welded fabrications
- Fabrication and assembly of mechanical couplers
- Fabrication of structural and flat steels
- And/or other steel products made to national and international steel standards acceptable to CARES

It relates to:
- The purchase and receipt of input steel for fabrication and/or steelmaking,
- The fabrication (processing) of steel products,

SDG Alignment – 1. Company Information and Certifications



This Schedule shall only apply to organisations possessing valid certificates from CARES or from an accredited certification body acceptable to CARES covering:
- Product certification or product conformity
- ISO 9001 QMS
- ISO 14001 EMS
- ISO 45001 OH&SMS

Approved fabricators under the scheme shall have been deemed to have satisfied the sustainable constructional steel criteria in the Schedule as documented in the *Self-Assessment and Audit Workbook* (Annex 1).

The procedures relevant to the Schedule in operation at the time of the assessment leading to approval shall be documented in Schedule of Operations (Annex 2). This will be maintained in an updatable form and be used in subsequent CARES audits.

Mandatory Requirements:

- Factory production control certificate or Product conformity certificate
- ISO 9001 Quality Management Systems (QMS) certificate
- ISO 14001 Environmental Management Systems (EMS) certificate
- ISO 45001 Occupational Health and Safety Management Systems (OH&SMS) certificate
- Annex 1 - Annually Completed Self-Assessment and Audit Workbook
- Annex 2 - CARES Schedule of Operations

2. Sustainability governance and management

The organisation shall have a defined approach to governing and managing its impacts on sustainable development - a Sustainability Management System (SMS).

Senior management shall demonstrate leadership and publicly commit to work to improve sustainability performance through operating an effective management system. There shall be objective evidence that top management is actively involved in the development, implementation and continual improvement of the SMS.

Where the organisation subcontracts work that is the subject of the schedule there shall be a documented procedure(s) to ensure those acting on the organisation's behalf (contractor) comply with the organisation's sustainability policy requirements that relate to them.

If the steel for fabrication is purchased externally there shall be a documented procedure(s) for purchasing materials which ensures that steel is supplied from a CARES Sustainable Constructional Steel scheme certified producer or from an organisation possessing a valid sustainability certificate acceptable to CARES. Purchasing procedure(s) shall include all aspects of the material specification which are important in ensuring satisfactory material quality, identification, traceability and sustainability performance.

The management system requirements shall be documented in a SMS Manual or another Manual in any format, implemented and maintained. Its scope shall be appropriate to the nature and scale of its activities, products and services and impacts from them.

SDG Alignment – 2. Sustainability governance and management



Mandatory Requirements:

- Documented information as evidence of SMS Manual or another Manual acceptable to CARES
- Documented Procedure(s) to control subcontract works and contractors
- Documented Procedure(s) for purchasing steel for fabrication

Ref.	Requirement	Classification

2.1. Sustainability Policy, Principles and Leadership

2.1.1.	**<u>Policy</u>** The organisation shall approve and publish a Sustainability Policy(ies) which shall cover at a minimum the organisation's commitments to:	**Mandatory**

- Engage with stakeholders to understand their concerns, risks and opportunities
- Operate with integrity, adopt and follow ethical business practices and good corporate governance to avoid bribery and corruption
- Establish material sustainability impacts and to produce a statement which describes them and which recognises the interactions between them. The scope of material impacts shall include: Environmental, health and safety, employee wellbeing and mental health, human rights, labour rights, community, social and economic impacts
- Comply with applicable legislation, regulations and voluntary compliance commitments and obligations
- Measure, monitor and publicly report on its material impacts, summary plans and targets to manage them and associated performance
- Continual improvement on a pathway towards fully sustainable and responsible practices. This shall include a commitment to minimise negative environmental, health and safety, employee wellbeing and mental health impacts and to maximise positive outcomes. It shall also include a commitment to respect human and labour rights including avoiding and remedying modern slavery and other human rights violations where identified in value chains
- Decarbonise operations and products over time aligned to nationally determined contributions and sector decarbonisation pathways aligned to the Paris Agreement or a science-based decarbonisation pathway acceptable to CARES
- Responsible sourcing in the supply chain and to minimising negative impacts and maximising positive impacts across the whole value chain
- Fair employment and to contribute to a diverse and stable local economy
- Implement an effective and fair grievance mechanism
- Document and act on any breaches to this policy and/or code and providing evidence that the organisation has addressed any concerns and complaints
- Protect commercially sensitive information and data as part of confidentiality
- Promote financial transparency
- Promote the assessment and transparent sharing of sustainable and responsible business management practices and performance

2.1.2 **Commitment to Principles** **Mandatory**

The organisation's leadership shall commit to sustainability principles (inclusivity, integrity, stewardship and transparency) and the organisation shall communicate this commitment, ensuring it is publicly and freely available.

2.1.3	**Leadership and Accountability** A single defined Director or equivalent role shall be designated as accountable for the implementation and maintenance of the SMS. Responsibility for ensuring sustainability principles, values and policies is implemented and sustainability performance is monitored shall be assigned to the site Directors or most senior oversight body.	**Mandatory**

2.2. Stakeholder engagement

2.2.1	**Stakeholder identification** The organisation shall identify its key stakeholders and make this information publicly available.	**Mandatory**
2.2.2	**Engagement types** The organisation shall determine the best channels, tools, frequency and format of engagements that enable its range of stakeholders to contribute to decisions in relation to improving sustainability performance.	**Mandatory**
2.2.3	**Communicating engagement outcomes** The organisation shall document stakeholder engagements, expectations, concerns and outcomes and make a summary publicly available.	**Mandatory**
2.2.4	**Prioritising material impacts** The organisation should document a process to prioritise impacts informed by stakeholder expectations and concerns, science and the organisational context.	**Voluntary**

2.3. Assessing risk and opportunities

2.3.1	**Risk and opportunity review** The organisation shall complete an initial risk and opportunity review by assessing and documenting its adverse impacts (risks) and beneficial impacts (opportunities). It shall consider these using a life cycle perspective, a right's holder perspective, the degree of influence or control it has over the impacts and periodically update them should it identify a change.	**Mandatory**
2.3.2	**Compliance register** The organisation shall identify and access its compliance obligations related to its full range of sustainability impacts and determine how these compliance obligations apply to the organisation.	**Mandatory**
2.3.3	**Non-Compliance risk assessment** The organisation shall assess the risks of non-compliance.	**Mandatory**

2.4. Monitoring performance and setting objectives

2.4.1 **Monitoring** **Mandatory**

The organisation shall establish, document, implement and maintain sustainable development key performance indicators (KPIs) to monitor:

1. Sustainability management, including ethical practices and performance
2. Environmental performance
3. Social including human rights, labour conditions and health, safety and wellbeing performance
4. Economic performance

2.4.2 **Objective and target setting** **Mandatory**

The organisation shall identify and adopt sustainable development objectives and science-based targets, which result in an unambiguous positive effect on each impact, and which have been informed by stakeholder review.

2.4.3 **Action planning** **Mandatory**

The organisation shall establish, document, implement and maintain programme(s) and plan(s) for achieving its objectives.

2.4.4 **Transparency** **Mandatory**

The objectives and summary of plans to meet them, with the exclusion of confidential information; shall be made publicly available and effectively communicated with interested stakeholders and its effectiveness monitored.

2.5. Resource allocation and competence building

2.5.1 **Allocating sufficient resources** **Mandatory**

The organisation leadership shall ensure that appropriate resources are allocated to achieve its sustainable development objectives, company values and commitments.

2.5.2 **Coordinating role for SMS** **Mandatory**

The organisation shall appoint a management representative with defined and documented authority and responsibilities for coordination and implementation of the SMS.

2.5.3 **Learning and development needs** **Mandatory**

The organisation shall identify the learning and development needs of employees working in different roles, particularly those with special responsibility for meeting stated objectives and improving sustainability performance.

2.6. Achieving progress and review

2.6.1	**Management review** The organisation shall conduct a management review that shall include, at a minimum: - Sustainability Policy(ies) - Stakeholder's expectations and concerns - Material impacts, risks and opportunities - Responsible sourcing and due diligence progress and outcomes - Review of the outcomes from previous reviews - Sufficiency of resources to manage impacts - Progress of its key performance indicators (KPIs) and against its sustainable development objectives - Improvement of objectives and targets - Internal and external performance reporting	**Mandatory**
2.6.2	**Maturity matrix** The organisation shall complete the Maturity Matrix within the *Self-Assessment and Audit Workbook* (Annex 1).	**Mandatory**

2.7. Building confidence through transparency

2.7.1	**Transparency and Accountability** The organisation shall determine methods to increase transparency, accountability and integrity of its operations, supply and distribution chains and shall publicly report strategies, sustainability management practices and performance of its material sustainability impacts.	**Mandatory**
2.7.2	**Report assurance and verification** The quality and reliability of the report(s) should be assured and verified by an independent third-party.	**Voluntary**

2.8. Product Stewardship and Traceability

2.8.1	**Life Cycle Analysis and Environmental Product Declaration (EPD) and carbon footprint report** Life Cycle Analysis (LCA) shall be carried out on the product(s) that results in an EPD to EN 15804 shall be made available on request. A Carbon Footprint report shall also be completed for fabricator operations.	**Mandatory**
2.8.2	**Traceability** The organisation shall ensure traceability throughout the full life cycle and make the extent of traceability publicly available.	**Mandatory**

2.9. Ethical Business Practices

2.9.1	**Business ethics policy** The organisation shall implement a Policy(ies) detailing its approach to ethical business practices.	**Mandatory**

2.9.2	**Business ethics system** The organisation shall implement a system to maintain ethical business practices and avoid bribery and corruption.	**Mandatory**
2.9.3	**Customer Service** The organisation's customer service provision shall include, at a minimum: 1. Customer enquiry procedures 2. Customer complaints procedures 3. Product and service literature 4. Product Health, Safety and Environmental (HSE) disclosures 5. Risk and opportunity control measures	**Mandatory**
2.9.4	**Grievance Mechanism** The organisation shall have a system(s) for dealing with incidents, external stakeholder complaints and prosecutions.	**Mandatory**
2.9.5	**Complaints and prosecutions** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Stakeholder Complaints and Prosecutions."	**Mandatory**

2.10. Ethical Sustainable Supply Chain Practices (Responsible Sourcing)

2.10.1	**Responsible sourcing policy** The organisation shall approve and publish a Responsible Sourcing Policy/an Ethical Supply Chain Practices Policy/ a Sustainable Procurement Policy or equivalent.	**Mandatory**
2.10.2	**Responsible sourcing system** The organisation shall document a system for responsible sourcing, map sustainability impacts and risks to purchase categories, relevant suppliers and indirect supply networks back to input materials.	**Mandatory**
2.10.3	**Due Diligence** The organisation shall document and implement a supply chain Due Diligence process covering Human Rights, Labour Rights, Environmental Impacts and Ethical business practices that is aligned to OECD guidance.	**Mandatory**
2.10.4	**Conflict Affected and High-Risk Areas (CAHRA)** The organisation shall document its process to ascertain that it does not contribute directly or indirectly to armed conflict, human rights abuses or risks for workers and communities in conflict-affected and/or high-risk areas.	**Mandatory**

2.10.5	**Responsible sourcing - Training** Sustainability training should be offered and provided to suppliers and a training record kept.	**Voluntary**
2.10.6	**Fair Treatment of Suppliers - Policy** The organisation shall implement a Policy(ies) and/or Codes of Conduct that includes the fair treatment of suppliers.	**Mandatory**
2.10.7	**Fair Treatment of Suppliers – Monitoring** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for 'Fair Treatment of Suppliers'	**Mandatory**
2.10.8	**Fair Treatment of Suppliers – Performance** The organisation should reduce supplier complaints as measured using the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for 'Fair Treatment of Suppliers'	**Voluntary**

2.11. Significant changes, closure and decommissioning

2.11.1	**Significant changes, decommissioning and closure provisions** The organisation shall make provisions to minimise short and long-term social, economic and environmental implications of significant changes to the production site, decommissioning and closure.	**Mandatory**

3. Environment

The organisation shall have a defined approach to managing its impacts on the environment at a local, regional, national and global level.

SDG Alignment – 3. Environment



Mandatory Requirements:

- Documented information as evidence of the management of environmental impacts
- Documented Procedure(s) to control subcontract works and contractors
- Documented Procedure(s) for purchasing feedstock

Ref.	Requirement	Classification

3.1 Harvesting or extraction impacts

3.1.1. **Harvesting**
No requirement - For information only

3.1.2 **Extraction impacts**
No requirement - For information only

3.2. Materials Efficiency, Recyclability and Recycled Content

3.2.1 **Material efficiency** **Mandatory**
The organisation shall include a commitment to maximise material efficiency and optimise the use of recycled materials in its sustainability policy, implement a process to maximise material efficiency and use of recycled materials and complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Primary Material Use and Material Efficiency" or 'Material Efficiency".

3.2.2	**Material efficiency progress** The organisation should assess the environmental impacts and efficiencies of 'Material Use' and set objective(s) relating to these impacts.	**Voluntary**
3.2.3	**Recycled content** The organisation shall measure, in accordance with the KPI calculation, document and report to CARES the recycled content in accordance with ISO 14021 by completing the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Recycled Content". The EPD (Criterion 2.8.1) shall report outcome of “Recycled Content’.	**Mandatory**
3.2.4	**Recyclability** No requirement - For information only.	
3.2.5	**Renewability** No requirement - For information only.	

3.3. Energy and Water Use

3.3.1	**Energy intensity** The organisation shall include a commitment to reduce energy intensity in its sustainability policy, implement a process to reduce energy intensity and complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Energy Intensity".	**Mandatory**
3.3.2	**Renewable and low carbon energy** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Renewable and Low Carbon Energy" and shall publicly report the value.	**Mandatory**
3.3.4	**Energy use objectives** The organisation shall assess the environmental impacts of its Energy Use and set related objective(s). This shall include its use of direct and indirect renewable energy and its objectives and timeline for investment and increased usage.	**Mandatory**
3.3.5	**Water use and stewardship** The organisation shall include a commitment to minimise the impacts related to its water use in its sustainability policy, understand if water is a material issue for the site and if so, implement water use reductions measures where viable.	**Mandatory**

3.4. Biodiversity and Ecotoxicity

3.4.1	**Biodiversity impact assessment and management plan** The organisation shall conduct a review to identify how its operations and activities impact (directly and indirectly) on biodiversity, shall have a system to enhance the biodiversity of the site and shall have objective(s) to improve biodiversity and programme(s) and plan(s) for achieving its objective(s) that aligns to the biodiversity mitigation hierarchy.	**Mandatory**
3.4.2	**Ecotoxicity** The organisation shall conduct a review to identify how its operations and activities impact (directly and indirectly) on ecotoxicity, shall have a system to reduce the impacts of ecotoxicity and shall have objective(s) to reduce ecotoxicity and programme(s) and plan(s) for achieving its objective(s).	**Mandatory**
3.4.3	**Protected sites** The organisation shall identify legally designated sites, sites of special scientific interest or other protected and natural heritage sites close to its operations, whether the organisation impacts on them and how it impacts on them.	**Mandatory**
3.4.4	**Protected species** The organisation shall identify any protected, endangered (red list) species, species of importance to local people, species of importance to local economy in the impact area of its operations.	**Mandatory**
3.4.5	**Biodiversity risk tracking** The organisation shall complete the KPI within the *Self-Assessment and Audit workbook* (Annex 1) for "Land Use and Biodiversity Rich Habitats".	**Mandatory**
3.4.6	**Biodiversity projects** The organisation should run projects or initiatives which either reduce ecotoxicity and/or improve local biodiversity and ecosystems.	**Voluntary**
3.4.7	**Reporting** The organisation should monitor and report the impact of ecotoxicity and other impacts on local biodiversity on a yearly basis.	**Voluntary**

3.5. Greenhouse Gas (GHG) Emissions and Global Warming Potential (GWP)

3.5.1	**Climate Change Measurement, Monitoring, and Reporting** The organisation shall have a system for measuring, monitoring, and publicly reporting its GWP.	**Mandatory**
3.5.2	**Climate Change - Global Warming Potential (GWP) performance** The organisation should assess GWP performance against scoring thresholds.	**Voluntary**
3.5.3	**Decarbonisation Strategy** The organisation shall define, make publicly available and implement a strategy to reduce its GHG emissions to levels that are compatible with the achievement of the goals of the Paris Agreement, with an aspiration to achieve net-zero GHG emissions.	**Mandatory**
3.5.4	**GHG emissions reduction targets and plan** The organisation should have short (0-5 years), medium (5-15 years) and long-term (15-25 years) GHG emission reduction targets for the site and plans to achieve them aligned with its strategy and publicly reported.	**Voluntary**

3.6. Transport Impacts

3.6.1	**Transport impacts - Policy** The organisation shall include a commitment to monitor and minimise transport impacts in its sustainability policy, implement a process to minimise transport impacts and complete the "Transport Impact" sheet within the *Self-Assessment and Audit Workbook* (Annex 1) to measure its impacts.	**Mandatory**
3.6.2	**Transport impacts - Assessment** The organisation should assess the environmental (and other) impacts of transport and set objective(s) to reduce these impacts.	**Voluntary**
3.6.3	**Transport impacts – Employee Travel** The organisation should record and assess employee transport patterns and set objective(s) to reduce these impacts.	**Voluntary**
3.6.4	**Transport impacts – Business Travel** The organisation should record and assess business travel patterns and set objective(s) to reduce these impacts.	**Voluntary**

3.7. Resources, Circularity, Emissions and Releases

3.7.1	**Resource and waste management plan** The organisation shall assess and document its different resource, waste and by-product streams, identify opportunities and set objectives to increase circularity, minimise waste and maximise reuse and recycling of materials.	**Mandatory**
3.7.2	**Recycling** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste recycled"	**Voluntary**
3.7.3	**Incineration** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste to incineration"	**Voluntary**
3.7.4	**Landfill** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste to landfill"	**Voluntary**
3.7.5	**Emissions to air and releases to water** The organisation shall monitor emissions and implement plans to prevent and reduce emissions that have adverse impacts on communities or the environment.	**Mandatory**

3.8. Spills, Leaks and Land Remediation

3.8.1	**Spills and Leaks** The organisation shall work to effectively prevent, detect, mitigate and remedy spills and leakage that cause harm to communities or the environment.	**Mandatory**
3.8.2	**Land Remediation** Where there has been an unplanned release or a change in land use, the organisation shall complete an environmental impact assessment/contaminated land assessment and, where necessary, develop and implement land remediation plans.	**Mandatory**

4. Social

The organisation shall have a defined approach to managing its impacts on society at a local, regional, national and global level.

SDG Alignment – 4. Social



Mandatory Requirements:

- Documented information as evidence of the management of social impacts
- Documented information as evidence of meeting the requirements listed below designated by 'the organisation shall'
- Documented Procedure(s) to control subcontract works and contractors

Ref.	Requirement	Classification

4.1. Human Rights, Non-discrimination and Ethical Labour Practices

4.1.1	**Human rights, non-discrimination and ethical labour policy** The organisation shall approve and publish a Policy(ies) and/or Codes of Conduct which commits the organisation, its employees and contractors to: 1. Comply with human rights legislation, international norms of behaviour and avoid complicity with human rights abuses 2. Avoid use of or be complicit in forced labour or child labour 3. Comply with applicable laws and industry standards on fair labour conditions and fair payment practices 4. Implement and promote equal opportunity, non-discrimination, diversity and inclusion practices in employment and contracting and actively prevent all forms of discrimination 5. Promote respect for workers dignity and labour rights including in disciplinary practices	**Mandatory**

4.1.2	**Child, juvenile and forced labour** The organisation shall document and implement processes and procedures to detect, investigate and address any incidents of child, juvenile or forced labour.	**Mandatory**
4.1.3	**Employee Terms of Employment** The organisation shall ensure that workers have a written contract and understand their current employment terms with regards to wages, working hours, overtime, holidays, paid leave and other employment conditions.	**Mandatory**
4.1.4	**Working time** The organisation shall have a system in place to monitor working hours and limit them to thresholds defined under International Labour Organisation convention 1 and shall comply with legal thresholds for holidays.	**Mandatory**
4.1.5	**Freedom to join trade unions (Freedom of Association)** The organisation shall allow workers and employees to form and join organisations of their own choosing. The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Freedom of Association".	**Mandatory**
4.1.6	**Fair wage policy** The organisation's Wage Policy shall comply with the national legal standard for minimum wage and wage increases. The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Wage Policy".	**Mandatory**
4.1.7	**Wage policy assessment** The organisation should assess the social impacts of its Wage Policy.	**Voluntary**
4.1.8	**Additional payments** The organisation shall have a system in place to ensure hourly employees are paid overtime at a minimum premium of 25%, if they work over the typical full working week and that maternity, paternity and compassionate leave time and payments shall at a minimum meet legal requirements.	**Mandatory**
4.1.9	**Gender pay equality** The organisation should assess equality in its pay structures and publicly report on its gender pay gap.	**Voluntary**
4.1.10	**Gender equality** The organisation should assess equality in its employment structures and publicly report on its gender balance.	**Voluntary**
4.1.11	**Fair disciplinary practices** The organisation shall prohibit and avoid the use of disciplinary practices that undermine workers dignity.	**Mandatory**

4.1.12	**Employee grievance mechanism** The organisation shall have a formal system for considering and acting on employee complaints and grievances.	**Mandatory**
4.1.13	**Employee grievance assessment** The organisation shall complete KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Grievance System".	**Mandatory**
4.1.14	**Employee grievance resolution** The organisation should resolve employee complaints and grievances.	**Voluntary**
4.1.15	**Employee satisfaction measurement** The organisation shall periodically measure employee satisfaction and document the results and consequential actions.	**Mandatory**
4.1.16	**Employee turnover** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Employee Turnover".	**Mandatory**
4.1.17	**Employee turnover reduction** The organisation should assess the social impacts of Employee Turnover.	**Voluntary**

4.2. Safe and Healthy Working Conditions

4.2.1	**Lost time injuries** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Lost time injury frequency rate (LTIFR) - Injuries/million hours worked" and shall publicly report its performance.	**Mandatory**
4.2.2	**Health and safety incident reduction** The organisation should reduce health and safety incidents.	**Voluntary**
4.2.3	**Health and Safety incident support and compensation** The organisation shall provide workers with support and compensation for work-related injuries or illness and care for their dependents in case of work-related death.	**Mandatory**
4.2.4	**Employee wellbeing** The organisation should take steps to support employee mental health and wellbeing, recognise the right to a private life and support work-life balance.	**Voluntary**
4.2.5	**Workplace hygiene** The organisation shall ensure it provides and maintains adequate facilities commensurate with the number and gender of employees and contracting workers. This shall include clean	**Mandatory**

and hygienic food storage and meal break areas with seating, access to free safe drinking water, sanitary facilities and adequate heating and cooling. Where worker housing is provided the provision of electric power supply shall be provided in addition.

4.3 Skills and Training (Development of Employees)

4.3.1	**Skills and training – sustainable development** The organisation shall provide appropriate training and incentives to employees so that they understand how their work may impact on sustainable development.	**Mandatory**
4.3.2	**Skills and training – career development** The organisation shall implement training-based career development programs for the employees.	**Mandatory**
4.3.3	**Skills and training – training hours** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook (*Annex 1) for "Skills and Training (Development of Employees)".	**Mandatory**
4.3.4	**Skills and training – effectiveness** The organisation shall implement training effectiveness measurement modelling.	**Mandatory**
4.3.5	**Skills and training – objectives** The organisation should set objective(s) for skills development and training.	**Voluntary**
4.3.6	**Skills and training – apprentices** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Apprentices employed in reporting year" and "Graduate trainees employed in reporting year".	**Voluntary**
4.3.7	**Skills and training – long-term unemployed** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Long-term unemployed people it has trained with a view to employment in reporting year".	**Voluntary**
4.3.8	**Skills, training and employment of people with a disability** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Skills, training and employment of people with a disability".	**Voluntary**

4.4. Community Relations and Community Initiatives

4.4.1	**Community engagement policy** The organisation shall implement a Policy(ies) to ensure effective engagement with community stakeholders.	**Mandatory**
4.4.2	**Community engagement** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Community Relations" (Community initiatives).	**Mandatory**
4.4.3	**Community initiatives** The organisation should carry out targeted initiatives which benefit local communities.	**Voluntary**

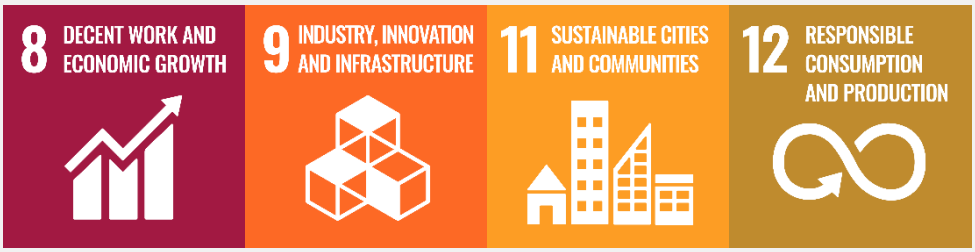
4.5. Social Management System

4.5.1	**Management systems** The organisation shall establish, document, implement, maintain and continually improve a Management System covering Labour Conditions and Human Rights.	**Mandatory**

5. Economic

The organisation shall have a defined approach to managing its impacts on the economy at a local, regional and national level.

SDG Alignment – 5. Economic



Mandatory Requirements:

- Documented information as evidence of the management of economic impacts
- Documented information as evidence of meeting the requirements listed below designated by 'the organisation shall'
- Documented Procedure(s) to control subcontract works and contractors

Ref.	Requirement	Classification

5.1. Contribution to Diversity and Stability of the Local Economy

5.1.1	**Local purchasing rate** The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Contribution to Diversity and Stability of the Local Economy" (Local Purchases).	**Mandatory**
5.1.2	**Local purchasing** The organisation should contribute to the local economy by seeking to increase local purchasing.	**Voluntary**
5.1.3	**Local purchasing, SME's & VCSE** The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Contribution to Diversity and Stability of the Local Economy" (SME, VCSE Purchases).	**Voluntary**
5.1.4	**Fair payment practices** The organisation should implement a payment policy to pay SME's within 30 days and other organisations within 60 days from receipt of invoice.	**Voluntary**
5.1.5	**Employment and social value created** Where Relevant or requested, the organisation should complete the "Employee Profile" sheet within the *Self-Assessment and Audit workbook* (Annex 1) or an equivalent which enables an	**Voluntary**

understanding of social value provided to the local community to be gained.

5.2. Employment Opportunities

5.2.1 **Employment** — **Mandatory**
The organisation shall complete KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Contribution to Diversity and Stability of the Local Economy" (Stable Employment).

5.2.2 **Employment changes** — **Voluntary**
The organisation should contribute to the economy through Employment.

5.2.3 **Local employment** — **Mandatory**
The organisation shall complete KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Contribution to Diversity and Stability of the Local Economy" (Local Employment).

5.2.4 **Local employment changes** — **Voluntary**
The organisation should contribute to the economy by Local Employment.

5.3. Pursuing Innovation in processes, products and management methods

5.3.1 **Innovation** — **Mandatory**
The organisation shall identify and document innovation opportunities in processes, products and management methods that contribute to sustainable development and shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Pursuing Innovation".

5.3.2 **Innovation investment change** — **Voluntary**
The organisation should contribute to the local economy and sustainable development principles by increasing innovation in processes, products and management methods.

5.3.3 **Innovation project** — **Voluntary**
The organisation should complete an innovation project considering the impacts across all life cycle stages and value chain.

5.4. Contribution to the built environment

5.4.1 **Contribution to the built environment**
No requirement - For information only

5.5. Financial Transparency

5.5.1 **Financial reporting** **Mandatory**

The organisation shall produce externally audited accounts and financial reports for the latest financial reporting period.

6. Performance improvement

The organisation shall commit to improving performance, reducing its negative and enhancing its positive sustainability impacts. This includes improving the effectiveness of systems used to manage; business ethics, environmental, social, community, health and safety, labour and human rights, and economic impacts across direct operations, supply, distribution and sales chains.

Performance improvement is enabled by many factors including: effective collaboration, clear policy commitments, objective setting, ensuring appropriate competencies and adequate resources, implementing internal and independent third-party audit regimes and corrective action planning, analysis of data, incident investigation, evaluation of suppliers, customer satisfaction monitoring and analysis, annual performance monitoring, management and maturity review and public reporting.

There shall be a documented procedure(s) for identifying the cause of non-conformance and implementing the necessary corrective action including implementing or modifying controls necessary to avoid repetition of the non-conformance. The procedure(s) shall define the responsibility and authority for handling and investigating non-conformances and for initiating and completing corrective action. Any corrective action taken to eliminate the causes of actual and potential non-conformances shall be appropriate to the magnitude of problems and commensurate with the impact encountered.

The corrective action procedure(s) shall provide for dealing with stakeholder complaints. Documented information of all stakeholder complaints received, and action taken shall be retained for a minimum of three years. Action shall include modification to the sustainability operational procedures where appropriate.

Performance indicators shall be developed and implemented to monitor the sustainable constructional steel criteria for internal management use, performance, reporting, and for assessment against conformance with this scheme including for mandatory requirements of voluntary credit requirements that feed into the Rosette Rating System (RRS) evaluation.

Performance improvement targets should take account of climate and ecological science, society and community expectations and the organisation's operational context. The targets should seek to align or better expectations expressed in international standards, agreements and norms. For example, targets for GHG emission reductions should align to a Paris Agreement aligned transition pathway.

The organisation shall meet all mandatory requirements to achieve a "Pass" level. The RRS is designed to give an opportunity to the organisation to demonstrate additional performance across the full range of material sustainability impacts. The voluntary performance credits are available by completing the credit rating criteria in the *Self-Assessment and Audit Workbook* (Annex 1) and the provision of suitable evidence. Procedures and systems shall be in place to provide an audit trail and allow data and evidence collected to be verifiable.

The *Self-Assessment and Audit workbook* (Annex 1) shall be completed and submitted to CARES once per year at least two weeks before the CARES audit takes place in the prescribed format. If the applicant or approved organisation does not submit he *Self-Assessment and Audit workbook* (Annex 1), at least two weeks before the scheduled CARES audit; CARES will reserve the right to cancel or reschedule any scheduled

assessment or surveillance audit activity. In these cases, CARES will charge 50% fee (based on number of days and daily rate). The *Self-Assessment and Audit Workbook* (Annex 1) will be analysed at CARES and will form part of the subsequent CARES audit assessment and rating.

The product performance is additionally required to be demonstrated through an independently verified triennial Carbon Footprint report that conforms to the requirements of ISO 14025 and EN 15804, which shall be publicly available.

Mandatory Requirements:

- Documented information as evidence of continual improvement
- Documented Procedure(s) for identification of non-conformances and implementing corrective actions
- Documented information as evidence of internal audit
- Annually Completed - Annex 1 - *Self-Assessment and Audit Workbook*
- Carbon Footprint Report

7. Declarations and product labelling

Steel shall be labelled and supplied with the necessary electronic documentation to enable the products to be traced. Product conformity schemes such as CARES Steel for the Reinforcement of Concrete (SRC) shall ensure that steel supplied to the end user consistently satisfies the requirements of the product standard and is digitally traceable (See CARES Cloud - https://cares.cloud/) from initial production to final use.

Declarations of product conformity with the Scheme, including product labelling, shall be made only for products which fully conform, and which have been handled in compliance with the requirements of this Scheme.

Statements of conformity to this Scheme shall take the following form: “This steel has been produced in compliance with the requirements of the CARES Sustainable Constructional Steel Scheme v10 that conforms to BS 8902.”

Any product environmental performance claims shall align to information contained in the EPD.

When a Rosette Rating has been achieved, the associated number of CARES Rosettes (logo) can be included on the organisation’s website, product labelling and associated literature for as long as the approvals and Rosette Rating are maintained. Any change in approval or Rosette Rating requires the immediate removal or adjustment of such marks in line with the current approval.

The Rosettes shall be reproduced as they are on certificate of approval issued to approved firms as per Figure 2. Therefore, they should be in CARES Red (Pantone 193; GB: 211/46/63
CMYK 0/91/65/11 HEX: C95163), accompanied by the word ‘Rating’ sized no bigger than 1.5 x the size of the text size used for the word ‘Rating’ and neither shall be bigger than 7.5mm when presented on A4 and proportionate to these dimensions when presented larger or smaller. The text ‘Rating’ can be above or before the Rosettes.

Figure 2. Rosette Rating reproduction requirements.



Labelling and claims in relation to traceability, including barmarks and QR code labelling, are covered by the CARES Steel for the Reinforcement of Concrete (SRC) schemes using the CARES Digital Record and this shall be followed.

Mandatory Requirement:

- Documented information as evidence of compliant product labelling.

8. Additional References

The following documents, guidance, standards have been reviewed and contributed to the development of the SCS scheme requirements:

AA1000 Stakeholder Engagement Standard (AA 1000SES) 2015

Aluminium Stewardship Initiative – Performance Standard v3.0 May 2022

BES 6001: Framework Standard for Responsible Sourcing Issue 4 Nov 2022

BES 6002: Ethical-Labour-Sourcing-Standard Issue 2 July 2018

BREEAM: Criteria for the evaluation of responsible sourcing certification schemes within BREEAM v4.0.'

BS 8902:2009 Responsible sourcing sector certification schemes for construction products - Specification

EN 15804:2012+A1:2013+A2:2019 Sustainability of construction works. Environmental product declarations. Core rules for the product category of construction products

Ethical Trading Initiative (ETI) Base Code

EU Corporate Sustainability Reporting Directive

Global Reporting Initiative (GRI) Standards

Global Reporting Initiative (GRI) Sustainability Reporting Standards

International Financial Reporting Standards (IFRS) S1 Standard - General Requirements for Disclosure of Sustainability-related Financial Information

International Financial Reporting Standards (IFRS) S2 Standard – Climate Related Disclosures

International Labour Organisation (ILO) Conventions

International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work

ISO 14001:2026, ISO 14001:2015+A1:2024 Environmental management systems - Requirements with guidance for use During the transition period, certification to ISO 14001:2015 or ISO 14001:2026 shall be acceptable

ISO 14025:2006 Environmental labels and declarations. Type III environmental declarations. Principles and procedures

ISO 14025:2026 Environmental statements and programmes for products - Environmental product declarations (EPDs)

ISO 14040:2006+A1:2020 Environmental management. Life cycle assessment. Principles and framework

ISO 14044:2006+A1:2017+A2:2020 Environmental management. Life cycle assessment. Requirements and guidelines

ISO 14046:2014 Environmental management — Water footprint — Principles, requirements and guidelines

ISO 14050:2020 Environmental management - Vocabulary

ISO 20400:2017 Sustainable procurement – Guidance

ISO 22095:2020 Chain of custody - General terminology and models

ISO 26000:2010 Guidance on Social Responsibility

ISO 45001:2018+A1:2024 Occupational health and safety management systems - Requirements with guidance for use

ISO 50001:2018+A1:2024 Energy management systems - Requirements with guidance for use

ISO 9001:2015+A1:2024 Quality management systems. Requirements

OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

PAS 2050:2011 Specification for the assessment of the life cycle greenhouse gas emissions of goods and services

PAS 2080:2023 Carbon management in infrastructure

ResponsibleSteel International Production Standard v2.1

SA 8000:2014 Social Accountability International Standard

Steel Standards Principles (SSP)

UN Guiding Principles on Business and Human Rights

UN Sustainable Development Goals

Universal Declaration of Human Rights



Better for customers

Product Quality certification

Full traceability from steel mill to construction site

Sustainable Constructional Steel certification

Attract credits in Building and Infrastructure Rating Systems

CARES Cloud and digital ecosystem

CARES Cloud App

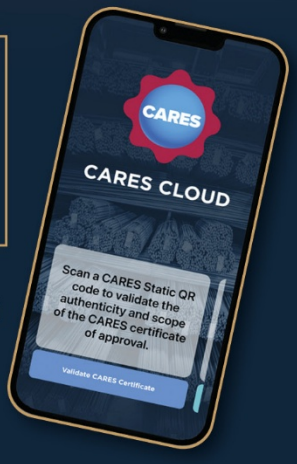
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CARES
Pembroke House
21 Pembroke Road
Sevenoaks
Kent TN13 1XR
United Kingdom

Tel: +44 1732 450 000 • **E-mail:** general@carescertification.com



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