

# Sustainable Constructional Steel Scheme

## Operational Assessment Schedule
## Steel Manufacturers

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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 | New version 10 – Steel Manufacturers (Steel Mills and Rolling Mills).<br>Guidance separated from the *Self-Assessment and Audit Workbook* (Annex 1), updated and edited in this document.<br>Substantive changes to several criteria, minor edits and amendments to several criteria, several criteria have been moved, some deleted, resultant changes to numbering.<br>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

- Producers of carbon steel billets, carbon steel bars/coils and wire rod for further processing into carbon steel bar, coil or rod for the reinforcement of concrete to national and international steel standards acceptable to CARES.

- Producers of stainless-steel billets and stainless steel bars/coils for the reinforcement of concrete to national and international stainless steel standards acceptable to CARES.

- Producers of cold worked bar, wire, fabric (mesh), prestressing wire and prestressing strand to national and international standards acceptable to CARES.

- Producers of cold worked bar, wire, fabric (mesh), to national and international stainless steel standards acceptable to CARES.

- Producers of steel billets/blooms/beam-blank and structural steels to national and international steel standards acceptable to CARES.

- Producers of steel slabs and hot rolled flat steel products to national and international steel standards acceptable to CARES.

- Producers of steel billets/blooms/beam-blank and track rail and rail steel products to national and international steel standards acceptable to CARES.

- And/or other steel products made to national and international steel standards acceptable to CARES

**It relates to:**
- The purchase and receipt of input materials for ironmaking and/or steelmaking,
- The production of feedstock (semi-finished steel products: billet, bloom, slab, beam-blank, wire rods),
- The manufacture of steel products,
- The finishing 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:

- Factory production control certificate or Product conformity certificate ISO 9001 QMS
- ISO 14001 EMS
- ISO 45001 OH&SMS

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

The procedures relevant to this 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 1)
- 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 this 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 feedstock is purchased externally there shall be a documented procedure(s) for purchasing materials which ensures that feedstock is supplied from a CARES Sustainable Constructional Steel scheme certified producer or from organisations 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 feedstock

| Ref. | Requirement | Classification |
|---|---|---|

## 2.1. Sustainability Policy, Principles and Leadership

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| **2.1.1.** | **<u>Policy</u>**<br>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 considered 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
- Responsible sourcing in the supply chain and to minimising negative impacts and maximising positive impacts across the whole value chain
- 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
- Minimise negative environmental, health and safety, employee wellbeing and mental health impacts and maximise positive outcomes
- Assess and respect human and labour rights including avoiding, mitigating and remedying modern slavery and other human rights violations where identified in value chains including its own organisation
- 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
- Drive total resource circularity by prioritising waste prevention through increased material efficiency, maximising recycled material use, and ensuring the systematic valorisation of by-products to achieve zero-waste-to-landfill
- Reduce energy intensity
- Minimise impacts relating to water use
- Monitor and minimise transport impacts
- Contribute to fair employment and 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

**2.1.2** **<u>Commitment to Principles</u>** **Mandatory**

The organisations 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.

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| **2.1.3** | **Leadership and Accountability**<br>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 the most senior oversight body. | **Mandatory** |

## 2.2. Stakeholder engagement

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| **2.2.1** | **Stakeholder identification**<br>The organisation shall identify its key stakeholders and make this information publicly available. | **Mandatory** |
| **2.2.2** | **Engagement types**<br>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**<br>The organisation shall document stakeholder engagements, expectations, concerns and outcomes and make a summary publicly available. | **Mandatory** |
| **2.2.4** | **Prioritising material impacts**<br>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

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| **2.3.1** | **Risk and opportunity review**<br>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**<br>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** |

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| **2.3.3** | **Non-Compliance risk assessment**<br>The organisation shall assess the risks of non-compliance. | **Mandatory** |

## 2.4. Monitoring performance and setting objectives

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| **2.4.1** | **Monitoring**<br>The organisation shall establish, document, implement and maintain sustainable development key performance indicators (KPIs) to monitor:<br>1. Sustainability management, including ethical practices and performance<br>2. Environmental performance<br>3. Social including human rights, labour conditions and health, safety and wellbeing performance<br>4. Economic performance | **Mandatory** |
| **2.4.2** | **Objective and target setting**<br>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. | **Mandatory** |
| **2.4.3** | **Action planning**<br>The organisation shall establish, document, implement and maintain programme(s) and plan(s) for achieving its objectives. | **Mandatory** |
| **2.4.4** | **Transparency**<br>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. | **Mandatory** |

## 2.5. Resource allocation and competence building

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| **2.5.1** | **Allocating sufficient resources**<br>The organisation leadership shall ensure that appropriate resources are allocated to achieve its sustainable development objectives, company values and commitments. | **Mandatory** |
| **2.5.2** | **Coordinating role for SMS**<br>The organisation shall appoint a management representative with defined and documented authority and responsibilities for coordination and implementation of the SMS. | **Mandatory** |
| **2.5.3** | **Learning and development needs**<br>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. | **Mandatory** |

## 2.6. Achieving progress and review

**2.6.1** **Management review** — **Mandatory**

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

**2.6.2** **Maturity matrix** — **Mandatory**

The organisation shall complete the Maturity Matrix within the *Self-Assessment and Audit Workbook* (Annex 1).

## 2.7. Building confidence through transparency

**2.7.1** **Transparency and Accountability** — **Mandatory**

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.

**2.7.2** **Report assurance and verification** — **Voluntary**

The quality and reliability of the report(s) should be assured and verified by an independent third-party.

## 2.8. Product Stewardship and Traceability

**2.8.1** **Life Cycle Analysis and Environmental Product Declaration (EPD)** — **Mandatory**

Life Cycle Analysis (LCA) shall be carried out on the product(s) that results in a third-party verified EPD.

**2.8.2** **Traceability** — **Mandatory**

The organisation shall ensure traceability throughout the full life cycle and make the extent of traceability publicly available.

## 2.9. Ethical Business Practices

**2.9.1** **Business ethics policy** — **Mandatory**

The organisation shall implement a Policy(ies) detailing its approach to ethical business practices.

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

## 2.10. Sustainable Supply Chain Management Practices (Responsible Sourcing)

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| **2.10.1** | **Responsible sourcing policy**<br>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 and due diligence system**<br>The organisation shall document a system to implement the responsible sourcing policy 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** |
| **2.10.3** | **Supply Chain mapping and risk assessment**<br>The organisation shall map sustainability impacts to purchase categories, relevant suppliers and indirect supply networks back to input materials. | **Mandatory** |
| **2.10.4** | **Conflict Affected and High-Risk Areas (CAHRA)**<br>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 evaluation scope** | **Mandatory** |

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| | The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Responsible Sourcing evaluation scope" and meet the thresholds described.<br><br>For rolling mills only or for steel mills purchasing feedstock:<br>The organisation shall purchase feedstock only from SCS approved mills or mills with an equivalent certification acceptable to CARES.' | |
| **2.10.6** | **Responsible sourcing risk assessment and evaluation extent**<br>The coverage of the supplier risk assessment, evaluation and selection system should expand to cover all suppliers. | **Voluntary** |
| **2.10.7** | **Responsible sourcing certifications**<br>The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Suppliers' Management System Approvals" (ISO 9001 QMS, ISO 14001 EMS, ISO 45001 OH&SMS). | **Mandatory** |
| **2.10.8** | **Responsible sourcing certification – ISO 9001 QMS**<br>The organisation should assess extent of suppliers' QMS approvals. | **Voluntary** |
| **2.10.9** | **Responsible sourcing certification – ISO 14001 EMS**<br>The organisation should assess extent of suppliers' EMS approvals. | **Voluntary** |
| **2.10.10** | **Responsible sourcing certification – ISO 45001 OHSMS**<br>The organisation should assess extent of suppliers' OHSMS approvals. | **Voluntary** |
| **2.10.11** | **Responsible sourcing training**<br>Sustainability training should be offered and provided to suppliers and a training record kept. | **Voluntary** |
| **2.10.12** | **Cease, prevent and mitigate adverse impacts**<br>Where supplier risk assessment and evaluation has identified significant sustainability risks, the organisation should put in place a timebound corrective action plan, with specified actions, owners and deadlines in order to cease, prevent and mitigate adverse impacts. | **Voluntary** |
| **2.10.13** | **Fair Treatment of Suppliers – Monitoring**<br>The organisation shall complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Fair Treatment of Suppliers". | **Mandatory** |
| **2.10.14** | **Fair Treatment of Suppliers – Performance** | **Voluntary** |

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| | 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". | |

## 2.11. Significant changes, closure and decommissioning

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| **2.11.1** | **Significant changes, decommissioning and closure provisions**<br>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. Primary Material Use, 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".

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| **3.2.2** | **Recycled content**<br>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’ calculation. | **Mandatory** |
| **3.2.3** | **Recyclability**<br>No requirement - For information only. | |
| **3.2.4** | **Renewability**<br>No requirement - For information only. | |

## 3.3. Energy and Water Use

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|---|---|---|
| **3.3.1** | **Energy intensity**<br>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**<br>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** |
| **3.3.3** | **High decarbonisation quality REC’s**<br>The organisation should avoid low quality REC’s, prioritise high decarbonisation quality REC’s, which incentivize investment in on-site renewables and local Power Purchase Agreements (PPA’s) and drive decarbonisation. | **Voluntary** |
| **3.3.4** | **Energy use objectives**<br>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**<br>The organisation shall include a commitment to minimise the impacts related to its water use in its sustainability policy, implement a process to reduce water use, where water use is a material impact, and complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Water Use". | **Mandatory** |
| **3.3.6** | **Water use objectives**<br>The organisation should assess the environmental impacts of Water Use and Emissions and should set related objective(s). | **Voluntary** |

## 3.4. Biodiversity and Ecotoxicity

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|---|---|---|
| **3.4.1** | **Biodiversity impact assessment and management plan**<br>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**<br>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**<br>The organisation shall identify legally designated sites, sites of special scientific interest or other protected and natural heritage sites on or in the impact area of its operations, whether the organisation impacts on them and how it impacts on them. It shall comply with any regulations, laws or agreements relating to these areas and implement management plans to ensure the organisation does not adversely impact the protected sites or ecosystems and attributes the site is protected for. | **Mandatory** |
| **3.4.4** | **Protected species**<br>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. It shall comply with any regulations, laws or agreements relating to these protected species and implement management plans to ensure the organisation does not adversely impact the protected species. | **Mandatory** |
| **3.4.5** | **Biodiversity risk tracking**<br>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**<br>The organisation should run projects or initiatives which either reduce ecotoxicity and/or improve local biodiversity and ecosystems. | **Voluntary** |
| **3.4.7** | **Reporting** | **Voluntary** |

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| | The organisation should monitor and report the impact of ecotoxicity and other impacts on local biodiversity on a yearly basis. | |
| **3.4.8** | **Task Force for Nature Related Financial Disclosures (TNFD) aligned reporting**<br>The organisation should report its impact according to the recommendations of the Task Force for Nature Related Financial Disclosures. | **Voluntary** |

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

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| **3.5.1** | **Greenhouse Gas Measurement, Monitoring and Reporting**<br>The organisation shall have a system for measuring and monitoring its GWP and reducing its GHG Emissions. It shall report its GWP emissions in the defined format. | **Mandatory** |
| **3.5.2** | **Climate Change - Global Warming Potential (GWP) performance**<br>The organisation should assess GWP performance against scoring thresholds. | **Voluntary** |
| **3.5.3** | **Semi-level GWP reporting**<br>The organisation shall publish GWP at the first point of the casting of crude steel into semi-products. | **Mandatory** |
| **3.5.4** | **Decarbonisation Strategy**<br>The organisation's corporate owner shall define, make publicly available and implement a long- and medium-term 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 near-zero GHG emissions through work with policy makers and others. | **Mandatory** |
| **3.5.5** | **GHG emissions reduction targets and plan**<br>The organisation shall have a medium term (5-15 years) GHG emission target for the site that is aligned with the organisation's corporate owner's strategy and GHG emissions reduction targets and a plan on how the organisation will meet them. The targets and plan shall be publicly reported. | **Mandatory** |
| **3.5.6** | **GHG emissions reduction innovations**<br>The organisation should be credited for investment in solutions that can demonstrably reduce GHG emissions at a system level. | **Voluntary** |
| **3.5.7** | **Climate Related Financial Disclosures**<br>The organisation's corporate owner should implement the recommendations of the Task Force on Climate Related | **Voluntary** |

Financial Disclosures (TCFD) as incorporated into the IFRS S2 standard.

## 3.6. Transport Impacts

**3.6.1** **Transport impacts - Policy** **Voluntary**

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.

**3.6.2** **Transport impacts - Assessment** **Voluntary**

The organisation should assess the environmental (and other) impacts of transport and set objective(s) to reduce these impacts.

**3.6.3** **Transport impacts – Employee Travel** **Voluntary**

The organisation should record and assess employee transport patterns and set objective(s) to reduce these impacts.

**3.6.4** **Transport impacts – Business Travel** **Voluntary**

The organisation should record and assess business travel patterns and set objective(s) to reduce these impacts.

## 3.7. Resources, Waste, Recycling, By-Product Management, Emissions and Releases

**3.7.1** **Resource and waste management plan** **Mandatory**

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.

**3.7.2** **By-product** **Voluntary**

The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "By-Product production".

**3.7.3** **Recycling** **Voluntary**

The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste recycled".

**3.7.4** **Incineration** **Voluntary**

The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste to incineration".

**3.7.5** **Landfill** **Voluntary**

The organisation should complete the KPI within the *Self-Assessment and Audit Workbook* (Annex 1) for "Waste to landfill".

**3.7.6** **Emissions to air and releases to water** **Mandatory**

The organisation shall monitor emissions and implement plans to prevent and reduce emissions that have adverse impacts on communities or the environment.

## 3.8. Spills, Leaks and Land Remediation

**3.8.1** **Spills and Leaks** **Mandatory**

The organisation shall work to effectively prevent, detect, mitigate and remedy spills and leakage that cause harm to communities or the environment.

**3.8.2** **Land Remediation** **Mandatory**

The organisation shall include the remediation of contaminated land as part of its initial environmental review or should complete an environmental impact assessment and where necessary develop and implement land remediation plans, if there has been an unplanned release or a change in land use, to reduce any negative impacts of contaminated land and to remediate the land to make it safe for other uses.

# 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

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

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| **4.1.2** | **Child, juvenile and forced labour**<br>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**<br>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**<br>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)**<br>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**<br>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**<br>The organisation should assess the social impacts of its Wage Policy. | **Voluntary** |
| **4.1.8** | **Additional payments**<br>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**<br>The organisation should assess equality in its pay structures and publicly report on its gender pay gap. | **Voluntary** |
| **4.1.10** | **Gender equality**<br>The organisation should assess equality in its employment structures and publicly report on its gender balance. | **Voluntary** |
| **4.1.11** | **Fair disciplinary practices**<br>The organisation shall prohibit and avoid the use of disciplinary practices that undermine workers dignity. | **Mandatory** |

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

## 4.2. Safe and Healthy Working Conditions

| | | |
|---|---|---|
| **4.2.1** | **Lost time injuries**<br>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**<br>The organisation should reduce health and safety incidents. | **Voluntary** |
| **4.2.3** | **Health and Safety incident support and compensation**<br>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**<br>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**<br>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**<br>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**<br>The organisation shall implement training-based career development programs for the employees. | **Mandatory** |
| **4.3.3** | **Skills and training – training hours**<br>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**<br>The organisation shall implement training effectiveness measurement modelling. | **Mandatory** |
| **4.3.5** | **Skills and training – objectives**<br>The organisation should set objective(s) for skills development and training. | **Voluntary** |
| **4.3.6** | **Skills and training – apprentices**<br>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**<br>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**<br>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**<br>The organisation shall implement a Policy(ies) to ensure effective engagement with community stakeholders. | **Mandatory** |
| **4.4.2** | **Community engagement**<br>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**<br>The organisation should carry out targeted initiatives which benefit local communities. | **Voluntary** |

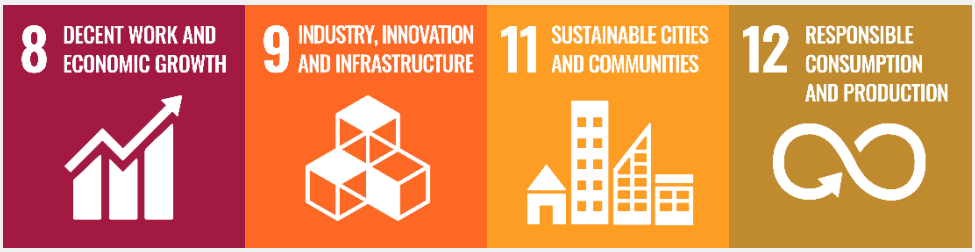
## 4.5. Social Management System

| | | |
|---|---|---|
| **4.5.1** | **Management systems**<br>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**<br>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**<br>The organisation should contribute to the local economy by seeking to increase local purchasing. | **Voluntary** |
| **5.1.3** | **Local purchasing, SME's & VCSE**<br>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**<br>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** |

## 5.2. 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), self-assessment 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 EPD 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*
- Environmental Product Declaration (EPD)

# 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.”

Statements of conformity can additionally include a statement on the Rosette Rating where one has been achieved following the form: “This steel achieved a [1, 2, 3 or 4] Rosette Rating”

Any product environmental performance claims shall align to information contained in an EPD acceptable to CARES. Where a CARES EPD has been used, the product’s decarbonisation performance level can also be declared in the CARES decarbonisation label or elsewhere and shall be consistent with verified GWP results and the CARES Balanced Scorecard, as presented on the CARES SCS certificate.

The decarbonisation label shall be in the format as provided by CARES to the approved firm. It shall include the CARES SCS Scheme decarbonisation progress level, CARES EPD number, the EPD standards used, a product description, the UN Central Product Classification Code, the steel production route, verified carbon footprint (GWP result - A1:A3), recycled content, renewable and low-carbon energy use and the data collection period.

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 45001:2023+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**

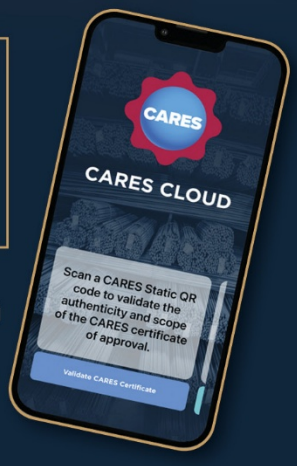
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