

# CH2M's ability to deliver large-scale projects relies on the people who help make our clients' visions a reality

On some projects there is little to no local construction labor, so non-native workers must be recruited into the country. These individuals often endure hardship in their journeys to secure work and send money to their families back home. While we do not recruit or employ construction workers in the Middle East, and rarely elsewhere,

CH2M is committed to maintaining the highest level of health, safety, and human dignity on any project we touch. Thus, we are taking concrete steps and collaborating with key stakeholders to improve conditions for these migrant workers, including the development and implementation of our global Worker Welfare Policy.



## Worker challenges

Worker decides to leave native country with limited work experience and education in hope of finding work to support family.



## Recruitment

Worker takes out high interest loan and pays exploitative recruiter up to US\$5,000 for a job in another country.



## Documentation

Employer holds worker's passport as collateral and provides contract in non-native language that does not match home country contract.



## Mobility

Local sponsorship laws may require employer's permission to change jobs or leave country, preventing worker from finding better job or visiting home.



## Wages

Pay arrives late, if at all, and is less than promised; worker spends up to the entire first year paying back recruitment loan.



## Job Site

Long hours, lack of hydration and proper nutrition, and safety risks create poor conditions at job site with no reliable mechanism to file complaints.



## Accommodations

Worker is forced to live in crowded, substandard conditions with severe mental and physical impacts.



## Family

Worker, who is often head of family, is away for years with virtually no contact. Family back home sees little to no financial benefit.

## How we help to effect change

- Collaborate with organizations working to identify ethical recruiters who only charge employers any required fees
- Include ethical recruitment requirements in our worker welfare toolkit

- Advocate that host countries protect workers' rights to have free access to their passports
- Collaborate with organizations working to identify ethical recruiters who use contracts that match employers' contracts
- Work with employers to ensure that workers receive accurate information about their contract
- Ensure that workers have a safe, accessible location to store personal documents

- Collaborate with organizations advocating for reform of sponsorship system

- Advocate that host countries increase inspections and enforce labor policies
- Strengthen pay monitoring policies in our worker welfare toolkit for use by CH2M, our contractors, our clients, and our industry peers

- Monitor and enforcing robust health and safety standards required for clients, partners, and subcontractors
- Screen subcontractors on their worker welfare performance and processes in prequalification questionnaires
- Engage with industry peers to achieve collaborative standards on worker welfare
- Deliver health and safety education to workers
- Ensure formal complaint process is implemented

- Develop and implement new worker welfare policy and toolkit in collaboration with fair labor organizations
- Screen subcontractors on their worker welfare performance and processes in prequalification questionnaires
- Deliver and encourage rigorous monitoring systems

- Require our contractors to provide workers a means of communication
- Require our contractors to give workers sufficient leave time and support flights home
- Encourage our contractors to offer counseling on stress, family, and money management to workers