



WorkShield

LABOR & SOCIAL STANDARDS
RISK ASSESMENT PROGRAM

*Protecting Organizations Through Expert HR Compliance,
Human Rights Standards & Real-Time Remediation*



What is WorkShield?

WorkShield is BridgeGemini's end-to-end Risk Assessment & Certification program designed to protect organizations from legal, reputational, and human rights risks combining expert assessment with actionable remediation.

Legal Compliance

Map HR practices against local labor law, global conventions & mandatory standards to ensure full legal defensibility.

Human Rights & Global Standards

Align with UN Guiding Principles, ILO Conventions, ISO 30415, UNGC, and sector-specific human rights frameworks.

Reputation Protection

Proactive risk identification and real-time remediation prevents ESG exposure, media risk, and regulatory sanctions.

Work Shield Audit From Scope to Certificate

01



Audit Scope & Planning

Define organizational scope, jurisdictions, workforce categories & key HR domains. Tailor audit to industry.

02



Sampling Methodology

Statistical & risk-based sampling across employee groups, locations, contracts & business units.

03



Field Audit & Assessment

Document review, worker interviews, HRIS data analysis, management system evaluation & site visits.

04



Risk Mapping

Visual risk heat maps across all HR domains Labour, Diversity, Safety, Ethics, Data Privacy.

05



Risk Register

Structured register with risk ID, severity, likelihood, impact, root cause & regulatory exposure.

06



Remediation Action Plan

Prioritized action plans with owners, timelines, KPIs and legal fix specifications. Unique to WorkShield.

07



Remediation Support

BridgeGemini HR experts implement fixes policy drafting, training, process redesign, HRIS config.

08



Certification

WorkShield Certificate issued upon verified closure of critical findings. Valid 12 months with surveillance.

Legal Compliance & Global Standards Framework

International Frameworks

- UN Guiding Principles on Business & Human Rights (UNGPs)
- ILO Core Conventions (C87, C98, C100, C111, C138, C182)
- UN Global Compact 10 Principles
- OECD Guidelines for MNEs
- SDG Goal 8: Decent Work

Voluntary & ESG Standards

- ISO 30415 HR Management & Diversity
- SA8000 Social Accountability Standard
- GRI Standards (401, 403, 405, 406, 407, 408)
- B Corp Workforce Assessment
- DJSI & Robeco SAM HR Criteria

Regional Legal Compliance

- EU Corporate Sustainability Due Diligence (CS3D)
- UK Modern Slavery Act
- France Duty of Vigilance Law
- US FCPA / FLSA / Title VII / EEO
- MENA Labour Laws & Saudization/Emiratization

Sector-Specific Standards

- RBA Code of Conduct (Electronics/Manufacturing)
- SMETA / SEDEX (Retail & Supply Chain)
- PSCI Principles (Pharma)
- Fair Labor Association (Apparel)
- Responsible Business Alliance

Scope Definition & Sampling Methodology

AUDIT SCOPE DIMENSIONS

HR Practices

Recruitment, Onboarding, Pay Equity, L&D, Performance, Discipline, Exit

Workforce Categories

Full-time, Part-time, Contractors, Agency Workers, Migrant Labour

Geographies

HQ, subsidiaries, joint ventures, high-risk supply chain tiers

Legal Jurisdictions

Primary jurisdiction + FCPA, UK MSA, EU CS3D overlay

Functional Areas

HR, Legal, Finance (payroll), Operations, Procurement, IT

SAMPLING APPROACH

60%

Risk-Based

High-risk roles, departments & geographies prioritised

25%

Statistical

Random stratified sample for statistical significance (95% CI)

15%

Targeted

Workers in protected categories & vulnerable groups

Evidence Sources: HR policies · Employment contracts · Payroll records · Training logs · Grievance files · HRIS data · Worker interviews · Management interviews · Site observations

Risk Rating Methodology & Severity Definitions

CRITICAL

Score: 20-25

Immediate legal violation or ongoing harm. Requires executive escalation and resolution within 30 days. Certification withheld.

- Mandatory CEO / Board disclosure
- Immediate corrective legal action
- Regulatory notification may be required
- Daily status reporting to BridgeGemini

HIGH

Score: 12-19

Significant legal exposure or human rights risk. Poses reputational and financial liability. Resolution within 60 days.

- CHRO-led remediation team
- Legal counsel engagement
- Weekly status reporting
- Pre-closure verification audit

MEDIUM

Score: 6-11

Potential for escalation if unaddressed. Compliance gap without current active harm. Resolution within 90 days.

- HR team lead assigned
- Policy or process update required
- Monthly reporting cadence
- Documentation closure evidence

LOW

Score: 1-5

Administrative gap or best-practice deviation. Minimal legal exposure. Resolution within 180 days.

- Standard HR improvement action
- Training or awareness update
- Quarterly monitoring
- Self-certification acceptable

The Only HR-Expert Audit Firm with Real-Time Remediation



HR Experts, Not Generic Auditors

Every engagement led by senior CHRO-level practitioners with 15+ years HR expertise across your industry.



Remediation Action Plan Included

Unlike Bureau Veritas, SGS, LRQA & Intertek we don't just find problems, we fix them with you.



Real-Time Risk Monitoring

Continuous compliance dashboard with alerts for regulatory changes, threshold breaches & emerging risks



Global Standards Coverage

Single engagement covers 30+ international frameworks: UNGPs, ILO, ISO, GRI, UNGC & local law.



Reputation Risk Protection

Proactive approach prevents media exposure, regulatory sanctions & investor/ESG score deterioration.



Recognized Certification

WorkShield Certificate accepted by major investors, banks, procurement teams & sustainability frameworks.

WorkShield Certification Process & Benefits



Audit Complete

Full E2E audit conducted across all scope dimensions. Risk Register finalized & reviewed with executive sponsor.



Remediation Verified

All Critical & High findings closed with evidence. Medium findings on track with approved RAP in place.



Closure Audit

BridgeGemini HR Expert conducts closure verification audit. Evidence reviewed, interviews re-conducted where needed.



Certificate Issued

WorkShield Certificate issued valid 12 months. Certificate includes scope, date, and compliance index score.



Surveillance & Renewal

Bi-annual surveillance checks + continuous monitoring dashboard. Annual renewal audit to maintain certification.



CERTIFICATION BENEFITS

- ESG & investor disclosure credential
- Regulatory due diligence evidence
- Supply chain tender qualification
- Employee trust & talent attraction
- Insurance premium reduction potential
- Board & executive liability protection

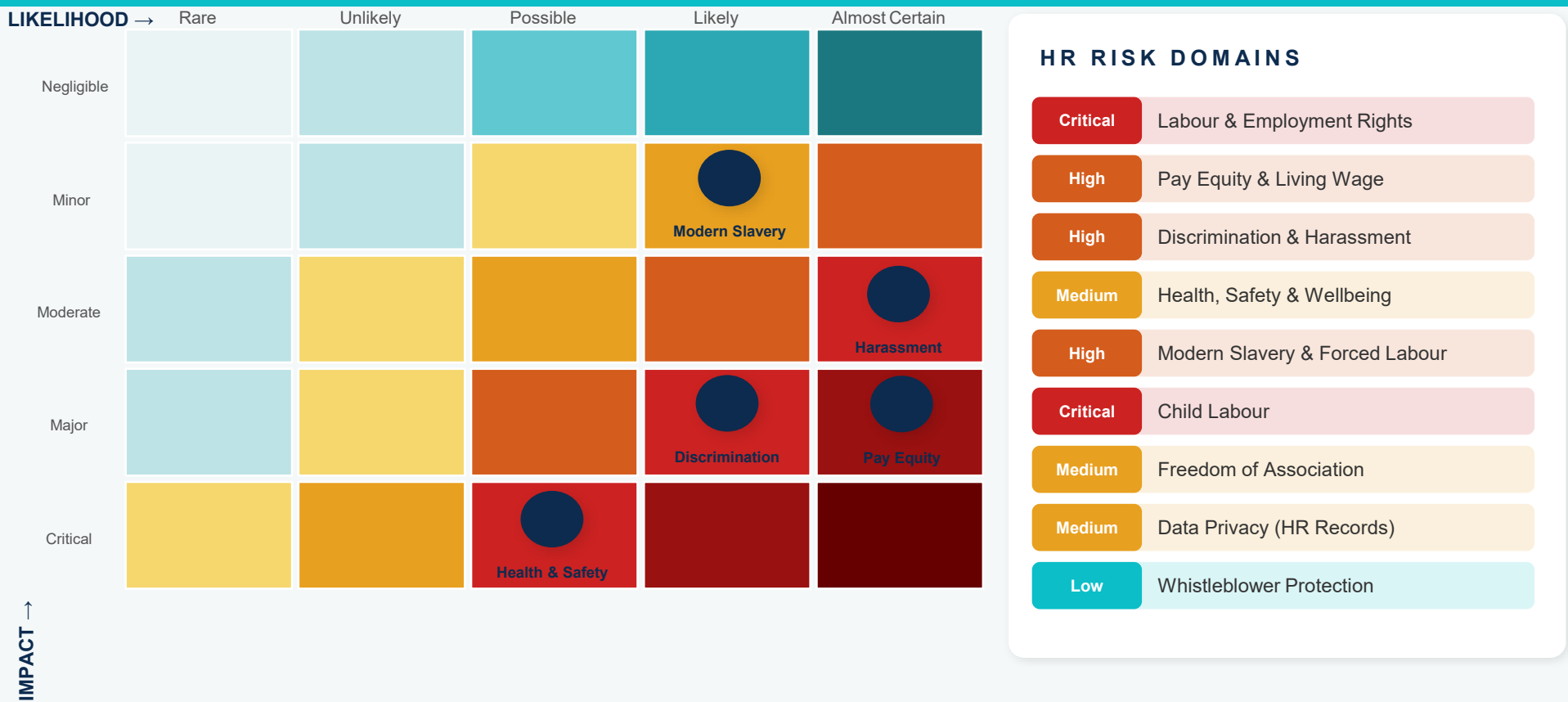


Work Shield

Sample of the Work Conducted



HR Risk Heat Map Domain View



Structured Risk Register Sample Extract

Risk ID	Domain	Finding	Severity	Likelihood	Legal Exposure	Root Cause
HR-001	Labour Rights	Unpaid overtime identified in 23% of sampled payroll records statutory violation	Critical	Likely	FLSA / Labour Law Ch.4 Art.18	Inadequate HRIS time-tracking configuration
HR-002	Discrimination	No documented diversity metrics in recruitment 3 protected characteristics unmonitored	High	Possible	Title VII / ILO C111	Absence of D&I policy and KPIs
HR-003	Modern Slavery	Tier-2 suppliers lack supplier code of conduct sign-off 14 suppliers at risk	High	Likely	UK Modern Slavery Act 2015	Procurement onboarding gap no supplier audit
HR-004	H&S	PPE provision inconsistent in 3 factory sites near-miss incidents unreported	Medium	Possible	ISO 45001 / OSHA 1910	H&S management system not deployed at site level
HR-005	Data Privacy	Employee HR files stored without access controls in shared drive	Medium	Likely	GDPR Art.5 / Local Data Law	IT security policy not extended to HR records

Remediation Action Plan Where We Go Beyond Auditors

Unlike competitors who deliver findings and walk away, BridgeGemini HR Experts stay with you building and implementing the Remediation Action Plan until certification is achieved.

Risk ID	Priority Action	HR Expert Lead	Timeline	KPI / Success Metric	Status
HR-001	Conduct HRIS audit & reconfigure overtime tracking; issue back-pay where applicable	Sr. HR Consultant	Wk 1-3	100% payroll records compliant; zero overtime violations	In Progress
HR-002	Develop D&I Policy; implement recruitment diversity tracking in ATS	D&I Specialist	Wk 2-4	D&I metrics dashboard live; 100% JDs reviewed	Planned
HR-003	Roll out Supplier Code of Conduct; audit 14 at-risk Tier-2 suppliers	Labour Rights Advisor	Wk 1-6	100% supplier sign-off; 14 audits completed	Planned
HR-004	Deploy site-level H&S Management System; PPE audit & restock	H&S Lead	Wk 2-3	Zero PPE gaps; incident reporting system active	Planned
HR-005	Migrate HR files to secure HRIS; implement role-based access controls	HR Tech Consultant	Wk 1-2	100% files secured; access audit completed	In Progress

All Remediation Action Plans are managed in BridgeGemini's secure client portal with real-time status tracking, document uploads, and automated alerts.

Why Traditional Auditors Fall Short



Traditional Competitors

Bureau Veritas · SGS · LRQA · Intertek

- Send auditors not HR experts
- Audit findings only no action plan
- No remediation support or follow-up
- Legal exposure left unresolved
- No real-time risk alerts
- Reputation risk remains after audit
- One-size-fits-all checklists

VS



WorkShield by BridgeGemini

HR Experts · Real-Time Solutions

- CHRO-led HR experts, not generic auditors
- Full remediation action plan included
- Hands-on remediation support & follow-up
- Legal compliance mapped to global standards
- Real-time risk monitoring & alerts
- Reputation protection built into process
- Industry-specific, tailored audit scope



BRIDGE GEMINI

Ready to WorkShield Your Organization?

Start with a complimentary HR Compliance Risk Scan our experts will assess your current exposure and outline your WorkShield roadmap.

- Free HR Compliance Risk Scan (2-hour session)
- Indicative WorkShield audit scoping
- No-obligation program proposal within 5 business days

info@bridgegemini.com · www.bridgegemini.com