

**CONSEJO LATINOAMERICANO DE CALIDAD
HUMANA
Y RESPONSABILIDAD SOCIAL, A.C.**

HUMANITAS BUSINESS SYSTEM

**A tool to assess and strengthen the greatness of the person as the
guiding principle of the company**

Requirements and Evaluation Criteria

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CORRESPONDENCE

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NORMATIVE LANGUAGE

The following terms are used throughout this document:

- "Shall" indicates a requirement.
- "Should" indicates a recommendation.
- "May" indicates a permission, possibility, or capability.

THIRD-PARTY PARTICIPATION

This standard is based on the accumulated experience of Consejo Latinoamericano de Calidad Humana y Responsabilidad Social, A.C. in applying the Social Doctrine of the Church to the business environment, with the collaboration of more than 250 workplaces and the benefit to more than 30,000 individuals and their families.

The Council holds prestigious certifications such as the «CRESE Certificate of Human Quality and Social Responsibility», the «Blue Responsible Business Distinctive», and the «Silver Responsible Business Distinctive». It is accredited by the Mexican Accreditation Entity (EMA) and approved by the Secretariat of Labor and Social Welfare (STPS) to inspect and certify companies in compliance with NOM-035-STPS-2018, regarding psychosocial risk factors in the workplace and the prevention of workplace violence.

It is part of a group of organizations together with Empresa Responsable, A.C. and Misioneros en el Mundo del Trabajo, A.C., and maintains various alliances aimed at promoting the common good in the world of work.

This system is a renewal of the CRESE Standard, built over more than twenty years by Empresa Responsable, A.C. and Consejo Latinoamericano de Calidad Humana y Responsabilidad Social,

A.C. Its development draws on the study of the social encyclicals the Church continues to publish: with the support of advisory councils made up of consultants, auditors, business leaders, and experts in the Social Doctrine of the Church, proposed adaptations to the standard are analyzed, put to a vote of the Council, and—once approved—tested in organizations for two years, which corresponds to the validity period of each edition. In the following edition, the adjustments derived from that experience are incorporated. As a result of nine successive revisions, the system today is refined and thoroughly evaluated.

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FOREWORD

This system was born after twenty years of walking alongside organizations that implemented the CRESE Standard and put to the test the premise that it is possible to be profitable and, at the same time, more humane.

The answer we have found, time and time again, across different sectors and organization sizes, is that yes, it is possible—and that doing so is the best path for any organization that truly wants to be sustainable.

This system incorporates nine requirements plus one new one related to Artificial Intelligence, which that experience has identified as critical for an organization to be truly person-centered and aligned with the Social Doctrine of the Church. It is not a catalog of good intentions: it is a standard with concrete requirements, verifiable criteria, and a transparent evaluation system.

This is the first edition. It will be improved with the same logic it has demanded of the organizations it certifies under the CRESE Standard: learning, listening, and improving.

INTRODUCTION

The Social Doctrine of the Church is not a set of principles reserved for the theological realm. In the words of Pope Leo XIV, its synonyms can be 'science,' 'discipline,' or 'knowledge': understood in this way, it is the fruit of research, hypotheses, voices, advances, and failures, through which reliable, orderly, and systematic knowledge is transmitted—and it does not amount to mere opinion, but to a common, communal, and even multidisciplinary path toward truth. As serious, calm, and rigorous reflection, it aims to teach us, first of all, how to approach situations and, even before that, people—and it helps us formulate prudent judgment in the face of challenges (Leo XIV, Address to the Centesimus Annus Pro Pontifice Foundation, 2025).

This system is born of the conviction that organizations are communities of people and, as such, have the capacity—and the responsibility—to contribute to the common good far beyond their economic utility. Work can be service. It can generate joy and fulfillment. It can draw us closer to God. This system exists to ensure that does not remain mere discourse.

1 SCOPE AND FIELD OF APPLICATION

This system specifies the requirements that an organization must meet to obtain and maintain the Humanitas Business Distinctive.

This system applies to any type of organization, regardless of size, sector, industry, or legal form, that wishes to live the principles of the Social Doctrine of the Church in a systematic, observable, and continuous manner.

This system does not prescribe the method or format by which each organization must fulfill the requirements. Each organization designs, adapts, and innovates the initiatives that best express its commitment, based on its own context, size, and capabilities.

2 NORMATIVE REFERENCES

The following documents are essential references for the application of this system:

- Compendium of the Social Doctrine of the Church (2004). Pontifical Council for Justice and Peace.
- CRESE Standard. Consejo Latinoamericano de Calidad Humana y Responsabilidad Social, A.C.
- Managing as if Faith Matters. Michael Naughton.
- Encyclical Magnifica Humanitas (2026). Encyclical of His Holiness Pope Leo XIV.

3 TERMS AND DEFINITIONS

This section presents the terms and definitions applicable throughout the NDE-MH:2026 system. Its purpose is threefold: to ensure that evaluators and organizations share a common language; to make explicit the doctrinal foundations of key concepts; and to resolve ambiguities that arise when the same term—such as 'living wage' or 'artificial intelligence'—may be understood in different ways.

The terms are grouped by thematic affinity to facilitate reference. The reference numbers (3.1, 3.2...) are those used throughout the rest of the document. References to the Social Magisterium are indicated in parentheses at the end of each definition where applicable.

General System Framework

3.1 Organization

A company, institution, association, or other collective entity that seeks to comply with the requirements of the NDE-MH:2026 System, regardless of its size, sector, or legal form.

3.2 Social Doctrine of the Church (SDC)

The body of principles, criteria, and guidelines developed by the Magisterium of the Catholic Church to illuminate social, economic, and labor life through the Gospel and natural reason. It is not a repository of technical solutions, but a living path of communal discernment. Cf. Leo XIV, Magnifica Humanitas, n. 27 (2026).

3.3 Requirement

A condition that an organization must satisfy in order to comply with the requirements of the NDE-MH:2026 System, expressed in terms of what must exist, function, and be known within the organization.

3.4 Objective Evidence

Data supporting the existence or veracity of compliance with a requirement, verifiable through documents, records, interviews, or direct observation. It is not equivalent to perfect documents: it is equivalent to real evidence that something is taking place.

3.5 Evaluation

A systematic, independent, and documented process for determining whether an organization meets the requirements of this system, conducted by an external evaluator accredited by the civil association Consejo Latinoamericano de Calidad Humana y Responsabilidad Social.

3.6 Continuous Improvement

A recurring activity aimed at raising the performance of the organization's initiatives, demonstrable through the record of at least one adjustment, expansion, or innovation implemented in each evaluation cycle.

3.7 Internal Committee

A collegial, multidisciplinary, and representative body of the staff, formally established by the organization to oversee, monitor, and promote compliance with the requirements of this system. It shall be composed of at least three individuals and shall include the periodic participation of the chief executive officer or equivalent.

Doctrinal Foundations

3.8 Dignity of the Person

The intrinsic and inalienable value of every human being, grounded in their condition as the image and likeness of God, which does not depend on their abilities, performance, economic utility, or hierarchical position. Cf. Dignitas Infinita, Dicastery for the Doctrine of the Faith (2024).

3.9 Common Good

The set of conditions of social life that enable individuals and groups to achieve their own development more fully and easily. It is not equivalent to the sum of individual interests: it is a good that belongs to all and can only be built and safeguarded together. Cf. *Gaudium et Spes*, n. 26, Second Vatican Council (1965).

3.10 Subsidiarity

The principle by which no higher social level should assume what a lower level can adequately accomplish on its own. In the organizational sphere, this means favoring the initiative, responsibility, and genuine participation of individuals in the processes that affect them, avoiding all forms of paternalistic management. Cf. *Quadragesimo Anno*, n. 79, Pius XI (1931).

3.11 Integral Ecology

A vision that recognizes the interdependence between care for creation and the promotion of social justice, the dignity of work, and integral human development. It is not limited to the environment: it encompasses the relationships among people, institutions, and nature. Cf. *Laudato Si'*, n. 137–162, Pope Francis (2015).

3.12 Integral Human Development

The process by which the growth of individuals and peoples encompasses all dimensions of existence—biological, psychological, social, familial, cultural, environmental, and spiritual—and not only the economic or technical. Cf. *Populorum Progressio*, n. 14, Saint Paul VI (1967).

Wage Justice

3.13 The Principle of Need

Refers to a living wage, which consists of the minimum amount owed to each worker—taking into account that they are a person with a life to sustain and a personality to develop. This wage must be sufficient to cover the needs of each worker and their family, including the following basic elements: food (three meals a day for the entire family), housing (rent or mortgage), healthcare expenses, gas, electricity, water, transportation, children's education, and leisure.

3.14 The Principle of Contribution

Refers to a wage that is equitable or commensurate with each level of responsibility, dedication, and results. Organizations are expected to be able to train employees who require or need it in order to improve their level of responsibility, dedication, and results, and to improve their economic situation.

3.15 The Principle of Order

Refers to wages that are financially sustainable for the organization. Organizations cannot be expected to pay wages they cannot sustain.

3.16 Labor-Capital Balance

An indicator expressing the proportion of the value generated by a for-profit company that is distributed between the labor factor—wages, salaries, benefits, and profit-sharing for employees—

versus the capital factor—returns to owners and investors. This system sets a minimum of 50% in favor of labor, averaged over three years, as a criterion of distributive justice. Applies exclusively to for-profit companies.

Inclusion and Diversity

3.17 Vulnerable Group

Individuals who face structural barriers to accessing or remaining in the labor market on equal terms. For the purposes of this system, these include, among others: persons over 60 years of age, persons with disabilities, formerly incarcerated individuals, women who are pregnant at the time of hiring, and job seekers over 50 years of age.

3.18 Reasonable Accommodation

An adjustment or adaptation of a job position, tool, environment, or schedule, made so that a person with particular abilities or circumstances can perform their duties with dignity and effectiveness. It does not mean eliminating the essential requirements of the position, but rather adapting the way in which these requirements are met.

Artificial Intelligence

3.19 Artificial Intelligence (AI)

Technological systems that mimic certain functions of human intelligence—language processing, pattern recognition, content generation, algorithmic decision-making—without possessing consciousness, experience, embodiment, or moral responsibility. For the purposes of this system, it includes any automated tool that intervenes in decisions affecting people. Cf. Leo XIV, Magnifica Humanitas, n. 99 (2026).

3.20 Algorithmic Bias

A systematic distortion in the results produced by an artificial intelligence system, derived from the data, parameters, or criteria with which it was designed or trained, which can generate exclusions, discrimination, or unjust decisions without the user being aware of it.

3.21 Internal AI Audit

A periodic and documented review of the artificial intelligence tools used by the organization, aimed at verifying that they operate in accordance with institutional policy and the code of ethics, that they do not produce unjustified biases or exclusions, and that an identifiable person is responsible for each system. The system requires a minimum annual frequency.

3.22 Responsible AI Use Policy

A formal document, approved by the chief executive officer, that establishes the principles and limits under which the organization uses artificial intelligence tools. It must include, at a minimum, the prohibition of any decision affecting a person's employment, evaluation, or disciplinary action being made in a fully automated manner, without human review.

3.23 AI Code of Ethics

A document that defines acceptable and unacceptable uses of artificial intelligence within the organization, and includes an accessible mechanism by which any person can report uses they perceive as contrary to their dignity. It must be approved by the chief executive officer and known to all staff who use AI tools.

4 GENERAL PROVISIONS

4.1 Evaluation Principles

The evaluation of compliance with this system is governed by the following principles: integrity, authenticity, independence, and confidentiality.

- a) Integrity: all ten requirements are evaluated. Any requirement whose minimum auditable requirements are not met automatically receives zero points, regardless of any other evidence presented.
- b) Authenticity: the evaluation shall assess whether the requirement is genuinely and continuously lived out, not whether documentary formalities are met without substance.
- c) Independence: the evaluation shall be conducted by an internal or external auditor duly trained in the requirements of this system.
- d) Confidentiality: information obtained during the evaluation shall be treated with strict confidentiality.

4.2 Types of Evidence

For each requirement, the organization shall have four types of evidence. Perfect documents are not required: what is required is real evidence that a system exists, that something is happening, that people are aware of it, and that the organization is learning. The four types are mandatory and complementary; none substitutes for the others.

Type of Evidence	Description
Documentary	Demonstrates three things: that the practice truly exists—not just as an intention but in verifiable documents—that it can be sustained over time, and that the organization can improve upon what it is doing and has documented. Without documentation, the system depends on one person's memory; with it, the organization has the foundation of a system that ensures continuity.
Implementation (minimum 1 month)	Demonstrates that the initiative or practice has been operational for at least one month. Includes records, meeting minutes, attendance lists, photographs, digital evidence, or other valid supporting materials.
Internal Communication	Demonstrates that employees are aware of the initiative and have access to it. Includes announcements, posted notices, emails, onboarding content, or other appropriate means.
Continuous Improvement or Innovation	Demonstrates that the organization learns, adjusts, and improves its practices systematically. Includes a record of at least one adjustment, expansion, or innovation implemented.

4.3 Humanitas Business Distinctive

An organization that achieves a total score of 60 points or more out of 100, according to this system's evaluation methodology, may obtain the Humanitas Business Distinctive, which is valid for twenty-four (24) months from the date of award.

Renewal is not a formality: it is an opportunity to hold oneself accountable. To renew, the organization must demonstrate that it continues to meet all ten requirements and that it has advanced beyond the previous cycle in at least five (5) of them. An organization that fails to demonstrate such progress may receive written observations and a three (3)-month period to address them.

5 SPECIFIC REQUIREMENTS

5.1 AWARENESS OF THE DIGNITY OF THE PERSON

The dignity of the person comes first

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that it systematically and continuously cultivates awareness that every person possesses inherent dignity—as an image and likeness of God—that is independent of performance, utility, or hierarchical position.
Normative Requirement	The organization shall have at least one formal and ongoing program, initiative, or practice aimed at promoting respect for the dignity of persons, expressed in observable attitudes, decisions, and behaviors: in day-to-day interactions, in working conditions, in the management of conflicts and terminations, and in the design of facilities and workspaces.
Note	<i>The practice may take the form of awareness workshops, dignity-of-treatment policies, protocols for handling conflict or termination situations, or other formats the organization designs based on its context.</i>

MINIMUM AUDITABLE REQUIREMENTS (entry-level conditions — not evidence of the requirement, but they are verified)

- a) Reference to respect for the dignity of the person in at least one element of the company's strategic direction (purpose, vision, mission, values).
- b) An accessible mechanism for reporting and following up on workplace conflicts, workplace violence, corruption, extortion, theft, breach of trust, and, in general, any act that violates the dignity of a person within the organization, whether by employees or other stakeholder groups.

	Required Evidence
Documentary	c) Documented information for a program aimed at promoting respect for the dignity of employees, distinct from the two contextual requirements above.
Implementation (min. 1 month)	d) Records of at least one activity carried out to fulfill point c): attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	e) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	f) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.2 ETHICAL WAGE JUSTICE

Beyond the market

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that its compensation structure incorporates the ethical criteria of need, contribution, and order.
Normative Requirement	The organization shall have at least one formal mechanism or practice for the periodic review of its compensation structure using the ethical criteria mentioned. The definitions of the principles of need, contribution, and order are found in Section 3 of this document.
Note	<i>The review may include salary gap analysis, internal equity assessments, living-wage surveys, or any other instrument the organization designs based on its size and sector. No single method is required. At the time of hiring, each person should be offered a wage that covers their household needs, working a full schedule in accordance with applicable law, without the need to work overtime or hold a second job—subject to good performance and the company's actual financial capacity. This is not about paternalism, but about providing the elements needed to build a more just society where each person can take responsibility for their own development and that of their family.</i>

MINIMUM AUDITABLE REQUIREMENTS (entry-level conditions — not evidence of the requirement, but they are verified)

- a) Up-to-date knowledge of the living wage (Principle of Need) required for full-time employees at the lowest income level to cover what they need to contribute to their household for a dignified life.
- b) Annual comparative analysis of the gap between the top 5% of full-time employees by total compensation and the bottom 5% by total compensation; this gap must not exceed 20 times, unless it is guaranteed that lower-income employees can cover what is necessary for a dignified life.
- c) When applicable (for-profit companies only): calculation of the Labor-Capital Balance with a minimum of 50% in favor of Labor, averaged over the last three years.

Documentary	d) A formal mechanism or practice for the periodic review of the compensation structure using ethical criteria.
Implementation (min. 1 month)	e) Records of at least one activity carried out to fulfill point d): attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	f) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.

Continuous Improvement or Innovation	g) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)
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5.3 INTEGRAL DEVELOPMENT OF THE PERSON

Developing the whole person and every person

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that it promotes the development of its employees across all dimensions of the human person.
Normative Requirement	The organization shall have at least one program, initiative, or practice aimed at the integral development of its employees, addressing the following dimensions: technical training, academic advancement, integral health (physical, mental, social, and spiritual), safety, solidarity, environmental stewardship, and care for our planet—according to the organization's context.
Note	<i>The organization must also encourage each person to take active responsibility for their own development.</i>

MINIMUM AUDITABLE REQUIREMENTS

- a) A comprehensive or area-by-area diagnostic of health and safety conditions in the workplace, with a documented action plan.
- b) A process, conducted at least every two years, to identify the training needs of all employees, including training in the Value of Work and Human Ecology.

Documentary	c) Documented information for one or more programs aimed at promoting at least six (6) of the integral development dimensions mentioned in the Normative Requirement.
Implementation (min. 1 month)	d) Records of at least three activities carried out to fulfill point c): attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	e) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	f) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.4 PERSONAL RESPONSIBILITY AND INITIATIVE



Active participation as an expression of dignity

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that its structures and leadership styles promote personal initiative and a sense of responsibility through employee participation.
Normative Requirement	The organization shall have at least one mechanism, practice, or program that promotes the generation of employee proposals, with feedback channels and implementation capacity, so that the organization can become more ethical and sustainable.
Note	<i>The mechanism may include a suggestion box with follow-up, consultative or collective leadership structures, and genuine delegation schemes, among others. Suggestion boxes without documented feedback do not satisfy this requirement on their own.</i>

Documentary	a) A formal and accessible mechanism (suggestion box, email, proposal contests, continuous improvement committees, etc.) for channeling proposals from all employees. b) Evidence of documented follow-up and feedback for proposals received, so that employees can verify the status and, where applicable, the implementation of each initiative.
Implementation (min. 1 month)	c) Records of at least one activity carried out to fulfill points a) and b): proposals received, feedback provided, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	d) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	e) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.5 DIALOGUE AND ENCOUNTER

Building community, not just assigning tasks

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that it promotes a culture of authentic dialogue and genuine encounter among people.
Normative Requirement	The organization shall have at least one formal space, mechanism, or practice that promotes authentic dialogue among people at different levels or across different areas. This mechanism must guarantee: a) mutual listening across different organizational levels; b) the ability to respectfully express disagreement without retaliation; and c) trust-based relationships as the foundation of collaboration.



Note	<i>The mechanism may include executive listening sessions, participatory all-hands meetings, human quality and social responsibility committees, or other formats. Work meetings whose sole purpose is to assign tasks or report on metrics do not satisfy this requirement on their own.</i>
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Documentary	a) At least one formal and recurring space for dialogue among people at different organizational levels.
Implementation (min. 1 month)	b) Record of at least one activity carried out to fulfill point a): attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	c) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	d) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.6 JOB DESIGN TAILORED TO EACH PERSON

Work is for the person, not the person for the work

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that it designs its positions taking into account the real diversity of people—their capabilities, health conditions, life stages, and particular circumstances—rather than requiring each person to conform to a standard profile.
Normative Requirement	The organization shall have at least one practice, policy, or process demonstrating that positions are designed or adapted based on the actual capabilities and circumstances of its employees.
Note	<i>The practice may include reasonable accommodation protocols, job redesign for persons with disabilities, older adults, or single mothers, adaptation of tools and environments, or other relevant formats. Hiring persons with disabilities solely to meet legal quotas, without transforming structures or attitudes, does not satisfy this requirement.</i>

MINIMUM AUDITABLE REQUIREMENTS

- a) Formal guidelines to prevent discrimination and promote equity and respect, aligned with NOM-035-STPS-2018 (section 8.2-a-2) or an equivalent instrument.
- b) At least 5% of staff from vulnerable groups—persons over 60, formerly incarcerated individuals, persons with disabilities, and—at the time of hiring—persons over 50 and pregnant women—or, alternatively, a documented mutual support agreement with other organizations that allows for jointly meeting this percentage.

Documentary	c) Documented information for a program aimed at redesigning or adapting positions to fit the people who fill them.
Implementation (min. 1 month)	d) Records of at least one activity carried out to fulfill point c): attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	e) Evidence that employees are aware of the human quality, social responsibility, and sustainability policy: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	f) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.7 SUPPORT FOR EMPLOYEES' FAMILIES

The family: the primary space of human formation

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that it actively recognizes and supports the families of its employees in the following areas: harmonizing work and family time, promoting family integration, and contributing to the integral development of family members. The economic dimension of the family is addressed under Requirement 5.2.
Normative Requirement	The organization shall have at least three practices, policies, or programs in support of employees' families—one for each of the following areas: Work-family balance: at least one practice that harmonizes the time dedicated to work and to family, enabling the person to attend to family responsibilities without conflict with work obligations. Family integration: at least one practice that promotes interaction and bonding between the employee and their family. Integral human development: at least one practice aimed at the growth of family members in some dimension of integral human development (Requirement 5.3 may serve as a reference).
Note	<i>Examples for work-family balance: paid leave for school events or family matters, flexible scheduling, remote work due to family emergencies, shift adjustments, early release days, or similar arrangements. For family integration: family day at the company, children's visits to the workplace, social events, celebrations that include family members, or other initiatives that build genuine bonds. For integral human development: personal development workshops for spouses or children, psychological support extended to families, school scholarships, values formation, family health programs, or other growth initiatives. A single practice may address more than one dimension if its design warrants it.</i>



MINIMUM AUDITABLE REQUIREMENTS

a) At least one formal policy or guideline promoting the harmonization of work activity and the family needs of employees.

Documentary	b) Documented information for at least one additional program beyond the minimum auditable requirement, aimed at promoting one of the three dimensions referenced in the Normative Requirement.
Implementation (min. 1 month)	c) Records of at least one activity carried out to fulfill point above.
Internal Communication	d) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	e) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs.

5.8 RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE (AI)

Knowing the machine's limits is the condition for using it with dignity

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that employees who use artificial intelligence tools understand their actual capabilities and limitations, and that the organization periodically verifies that these tools function without producing biases, exclusions, or decisions that violate the dignity of persons.
Normative Requirement	The organization shall have the following two elements, to the extent that it uses artificial intelligence, automation, or algorithmic decision-making tools: a) An AI user training program, so that users understand the capabilities and limitations of these tools and know how to exercise their own judgment, without delegating to an automated system decisions that require conscience or discernment. Training must include the content of the organization's responsible AI use policy and AI code of ethics. b) An annual internal AI audit program, to verify that AI tools operate in accordance with organizational policy and the code of ethics, that they do not produce unjustified biases or exclusions, and that someone can be identified as responsible for each system. Its results must be reviewed and signed off by the chief executive officer.
Note	<i>It is not enough to invoke ethics generically in a policy: what is needed is independent oversight—AI audit—user training, and governance that does not abdicate its responsibilities. This requirement applies to the extent that the organization uses AI or automation tools. If it does not use them, that is documented and the requirement is satisfied with that declaration.</i>

MINIMUM AUDITABLE REQUIREMENTS

- f) The organization has identified the AI tools it uses (even if only a basic list).
- g) A responsible AI use policy exists that establishes at least: that no employment, evaluation, or disciplinary decision will be made in a fully automated manner without human review.
- h) An AI code of ethics exists that defines acceptable and unacceptable uses of AI within the organization and includes a mechanism for any person to flag uses they perceive as contrary to their dignity.
- i) The policy and the code of ethics have been approved by the chief executive officer and are known to all employees.

Documentary	j) An AI user training program that includes the policy and code of ethics. May be integrated into the general training program under Requirement 5.3.
Implementation (min. 1 month)	k) Record of the most recent training: attendance list or equivalent certification, demonstrating that employees who use AI tools have been trained. l) Record of the most recent internal AI audit: which systems were reviewed, what deviations from the policy and code of ethics were found, who is accountable for each system, and how results were communicated to the chief executive officer. If the organization has been using AI tools for less than one year, a documented plan for the first audit is sufficient.
Internal Communication and Training	m) Evidence that employees are aware of the initiative: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	n) Record of at least one adjustment, expansion, or innovation implemented based on the internal audit, feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.9 FOSTERING FAITH AND SPIRITUAL WELLBEING

The grace that transforms work from within

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that, to the extent its context allows, it offers its employees opportunities for spiritual life and formation in the Social Doctrine of the Church (SDC), in an open, voluntary, and respectful manner that honors the religious freedom of each person.
Normative Requirement	The organization shall offer at least one open and voluntary spiritual practice or SDC formation activity, or shall have a mechanism in place that enables employees to live out their faith during work hours without penalty or disregard. The organization must not impose or coerce participation: it must invite and witness.
Note	<i>Practices may include periodic Mass, prayer spaces, retreats, SDC formation, chaplain access, or other initiatives suited to the organization's context. Participation must always be voluntary. This is the only</i>



requirement that an organization may declare inapplicable when its legal, labor, or sectoral context prevents it; in such case, the reason must be documented.

Documentary	a) At least one open and voluntary spiritual practice or SDC formation activity, or a formal mechanism enabling employees to live out their faith during work hours without penalty or disregard—without imposition or coercion.
Implementation (min. 1 month)	b) Records of spiritual or formation activities conducted: invitations, voluntary attendance lists, programs, or other supporting materials.
Internal Communication	c) Evidence that employees are aware of the available spaces and that participation is voluntary: announcements, posted notices, onboarding content, or other appropriate means.
Continuous Improvement or Innovation	d) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

5.10 MANAGEMENT SYSTEM

The SDC as a real operational criterion

Purpose	This requirement establishes the conditions the organization must meet to demonstrate that the NDE-MH:2026 system operates systematically: with a responsible team, supporting documentation, internal auditors, external audits, and criteria for continuous improvement and innovation.
Normative Requirement	The organization shall establish, implement, and maintain a management system for compliance with the requirements of this NDE-MH:2026 system, including: - An Integral Ecology Policy - An Internal Committee with defined roles and responsibilities - Documentation supporting the operation of the system - Internal audits for compliance verification - Periodic external audits conducted by qualified independent personnel - Criteria and mechanisms for improvement and innovation
Documentary	a) An Integral Ecology Policy that places respect for the dignity of the person as its central element and incorporates the reporting mechanism referenced in Requirement 5.1. b) The charter of an Internal Committee (or equivalent body—e.g., an ethics, sustainability, or inclusion committee to which these functions are assigned), composed of at least three people, multidisciplinary and representative of the staff. c) Documented, organized, grouped, and up-to-date information corresponding to the documentary evidence required under Requirements 5.1 through 5.9. d) An audit schedule: one external recertification audit at least every two years and, in intervening years, one follow-up or surveillance audit (internal or external), with records of improvements or innovations arising from each audit.



Implementation (min. 1 month)	e) Records of at least 3 Internal Committee meetings per year, with the chief executive officer (or equivalent) participating in at least one of them. f) Records of the internal and/or external audits corresponding to the company's certification cycle. Records may be attendance lists, meeting minutes, photographs, digital evidence, or other valid supporting documentation.
Internal Communication	g) Evidence that employees are aware of the Integral Ecology Policy: announcements, posted notices, emails, onboarding content, or other means appropriate to the organization's context.
Continuous Improvement or Innovation	h) Record of at least one adjustment, expansion, or innovation implemented based on feedback, outcomes, or newly identified needs. (Applies starting from the second year of operating under the system.)

ANNEX A (INFORMATIVE)

Examples of Initiatives by Requirement

This annex is informative. It does not establish additional requirements. Its purpose is to guide organizations that are looking for concrete examples of how other organizations have fulfilled each requirement. The list is neither exhaustive nor prescriptive: each organization is free to design its own initiatives.

This chapter is updated on an ongoing basis. The most current version is available on the web application for this system.

5.1 Awareness of the Dignity of the Person

- Workplace violence prevention protocol: https://dist-naranja.s3.us-east-2.amazonaws.com/Protocolo_VL_Empresa.pdf
- Workshop "Sembrando Valores" (Sowing Values): a participatory methodology with assimilation exercises, team reflection, and documented personal commitments.

5.2 Ethical Wage Justice

- Internal publication of salary bands by responsibility level, with an explanation of the criteria that determine each band.

5.3 Integral Development of the Person

- Training needs assessment form: https://ui-nom035.s3.us-east-2.amazonaws.com/formato_capacitacion.docx

5.4 Personal Responsibility and Initiative

- Improvement proposal form: https://ui-nom035.s3.us-east-2.amazonaws.com/Propuestas_Mejora.pdf

5.5 Dialogue and Encounter

- Weekly meeting template: https://ui-nom035.s3.us-east-2.amazonaws.com/Minuta_Reunion_Semanal.pdf7
- Charter for an Internal Committee for a culture of care and peacebuilding: <https://decupaz.s3.us-east-2.amazonaws.com/acta-paz.docx>
- Informal breakfasts or lunches between leadership and groups of operational staff, with minutes of topics discussed.

5.6 Job Design Tailored to Each Person

- Shift reassignment to accommodate mothers on the night shift.

5.7 Support for Employees' Families

Social Dimension — Time Management

- Paid leave for children's school events (parent-teacher meetings, school performances).
- Remote work due to family emergencies.
- Leave for events requiring presence in situations affecting family integration.
- Kids Office — employees may bring their children to the office when they have no childcare.
- Happy Family — once a quarter, each employee leaves a half-day early to have lunch with their family.
- Early stimulation classes — the company pays for developmental classes for infants of female employees, during work hours.
- Didactic string quartet concert for family integration with instrument explanations.
- Early birthday departure — the employee leaves early to celebrate with their family.
- Children's Day — children are invited to the facilities, celebrated, and introduced to their parents' work area.
- Shift rotation — at least once a week, employees leave before their usual time.
- Family Day — event at the company with children and family members.
- Reforestation with families — trees planted alongside employees and their families.
- Extended breastfeeding period — from 6 to 9 months, with a 1.5-hour early departure at end of shift.

Economic Dimension — Income

- School scholarships for children of administrative staff and operators, with priority for single mothers.
- Monthly and semi-annual grocery baskets for staff.
- Best student contest — recognizes the child of an employee with the best academic performance.
- Socioeconomic survey of employees to understand their actual income and household expenses.
- Living wage agreed upon at hiring, covering family expenses during a full work schedule with no overtime.
- Support for separated employees — guidance and assistance in finding another source of income.



Ethical Dimension — Integral Human Development

- "Add Color to Your Life" — talks for workers' spouses on personal, family, and marital growth.
- Professionalization workshop for operators' spouses — including a book to read.
- Healthy eating rally — talks on obesity, hydration, and nutrition for families.
- Self-esteem development program — for men and women, focusing on wellbeing, family, self-esteem, and domestic violence.
- Psychological support — consultation for employees and, where applicable, for their family members.
- Reflection, formation, and community program — for employees and families.
- Structuring work activity to promote family integration.
- Special paid leave for school, family, and sick-child matters.

5.8 Responsible Use of Artificial Intelligence (AI)

(Examples will be added as organizations develop and document best practices under this new requirement.)

5.9 Fostering Faith and Spiritual Wellbeing

- Voluntary monthly Mass at the facilities or a nearby space, openly announced and without consequences for non-participants.
- Chaplain available for voluntary personal accompaniment: availability communicated to staff with confidentiality guaranteed.
- Annual voluntary spiritual retreat for staff, with logistics covered by the company and no deduction from vacation days.

ANNEX B (NORMATIVE)

Evaluation and Scoring System

This annex is normative. It establishes the methodology the external evaluator applies to determine the score obtained by the organization in each requirement and in the total system. Transparency in the evaluation system is a condition of justice: the evaluated organization has the right to know exactly how what it does is measured.

B.1 Weight Structure by Criterion

Within each requirement, the evaluation is organized into four sections: Documentation, Implementation, Communication, and Innovation and Improvement. Each element in both sections is evaluated on a binary basis: compliant or non-compliant. There are no intermediate levels.

Criterion	Weight	Max. pts / req.
Documentation	15%	1.50
Implementation	50%	5.00
Communication	15%	1.50
Innovation and Improvement	20%	2.00
TOTAL	100%	10.00

The minimum score to obtain the Distinctive is 60 points out of 100.

B.2 Binary Evaluation Logic

Within each criterion there may be one or more elements to evaluate. Each element receives only one of two values:

Value	Meaning	Criterion
Compliant	100% of element	The evidence presented satisfies what is required by the corresponding evaluation criterion, as described in the system. The evaluator verifies the content of what was uploaded or presented.
Non-Compliant	0% of element	The evidence does not exist, does not correspond to the criterion, is insufficient, or cannot be verified.

There is no partial score per element. If evidence is incomplete and its content does not satisfy the criterion, it is recorded as non-compliant.

The evaluator must review the content of each piece of evidence presented to determine whether it satisfies the criterion or not. Simply submitting a document does not constitute automatic compliance.

B.3 Minimum Auditable Requirements

Each requirement may have one or more minimum auditable requirements. These are entry-level conditions that must be met before proceeding to the evaluation of the criteria (documentation, implementation, communication, and innovation and improvement).

If one or more minimum auditable requirements are not met, the requirement is blocked: 0 points are automatically assigned and the remaining evidence is not evaluated.

If all minimum auditable requirements are met, the full evaluation of the requirement proceeds.

B.4 How to Calculate the Score of a Requirement

The evaluation follows four sequential steps:

Step 1 — Minimum Auditable Requirements. Verify each minimum auditable requirement as compliant/non-compliant. If any is non-compliant, the requirement receives 0 points and the evaluation stops.

Step 2 — Evaluation of Each Criterion. If minimums are met, each criterion is evaluated. In all cases, the procedure is the same: evaluate each element of the criterion as compliant (= 1) or non-compliant (= 0), and calculate the compliance average for the criterion by dividing the elements that comply by the total elements in the criterion.

$$\text{Criterion average} = \text{elements compliant} \div \text{total elements in criterion}$$

Step 3 — Weighted Score for Each Criterion. The average for each criterion is multiplied by its maximum points according to the established weight.

Criterion	Weight	Max. pts	Calculation and Score
Documentation	15%	1.50	Documentation Average × 1.50
Implementation	50%	5.00	Implementation Average × 5.00
Communication	15%	1.50	Communication Average × 1.50
Innovation and Improvement	20%	2.00	Innovation Average × 2.00

TOTAL	100%	10.00	
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Step 4 — Total Score for the Requirement. The weighted scores of the four criteria are added together. The result is the requirement score out of 10.

ANNEX C (INFORMATIVE)

References from the Social Encyclical Magnifica Humanitas (Leo XIV, May 25, 2026) and Their Link to This System

Requirement 5.1 — Awareness of the Dignity of the Person

Purpose: The organization demonstrates that every person possesses inherent dignity—as an image and likeness of God—that does not depend on their performance, utility, or hierarchical position.

Core foundation: dignity as an ontological gift (n. 50)

n. 50 — Each person, constitutively made for relationship, is thought of and willed by God to enter into a history of communion with Him, with others, and with creation. Their dignity does not depend on the capabilities they possess, their wealth, or the role they play, nor on the just or unjust decisions they make, but is a gift that precedes and exceeds them, given by God as an expression of His love that never fails.

Critique of the productivist mindset (n. 51)

n. 51 — Among these ideologies I consider particularly insidious the one that suggests that every person must earn or justify their own worth, to the point of attributing greater value to those who are more efficient and productive. In such a perspective, the person ends up being reduced to a means for achieving results, to a resource to be used and exploited, and is not recognized as an end in themselves, never instrumentalizable.

Infinite and unconditional dignity (n. 52–53)

n. 52 — The dignity that belongs to every human being simply by virtue of existing, of having been willed, created, and loved by God; no sin, no failure, no humiliation, no exclusion can affect the profound value of a human life that He has willed and called into being. n. 53 — An infinite dignity, grounded inalienably in their very being, belongs to each human person, beyond every circumstance and in any state or situation in which they find themselves. (citing Dignitas infinita)

The urgent duty to safeguard what is human (n. 15)

n. 15 — In the age of artificial intelligence, in which human dignity risks being eclipsed by new forms of dehumanization, we have the urgent duty to remain deeply human, lovingly

safeguarding that magnificent humanity that has been given to us and fully revealed in Christ, and that no machine will ever be able to replace in its splendor.

Requirement 5.2 — Ethical Wage Justice

Purpose: The organization incorporates ethical criteria of need, contribution, and order into its compensation structure, beyond market criteria.

A just wage as proof of systemic justice — *Laborem exercens* (n. 37)

n. 37 — A just wage presents itself as a concrete proof of the equity of the entire socioeconomic system, as it shows whether the worker is treated as a person or merely as a production cost. Work is considered not only a problem to be managed or a means of earning income, but a fundamental good for the person, the starting point of economic activity and the key to the entire social question. [...] the right to sufficient remuneration and the effective possibility of participating in social life.

Wages according to worker and family needs — *Rerum novarum* (n. 30)

n. 30 — The document places at the center of its reflection the dignity of work and the worker, affirms the right to a just wage for oneself and one's own family, and recognizes in persons an essential value that takes precedence over capital and profit.

Proportionality: wages and family needs — *Quadragesimo anno* (n. 31)

n. 31 — Reiterates the requirement that wages be proportional not only to output, but to the needs of the worker and their family. [...] the link between the dignity of work, just remuneration, and the real possibility for families to lead a dignified human life.

Dignity of work vs. the throwaway culture (n. 58)

n. 58 — It is concrete persons who matter, each of them and their families. [...] it is not enough to extol individual freedom or private initiative if it is then accepted that a multitude of people continue to live without dignified work, without protections, and without access to basic goods.

Requirement 5.3 — Integral Development of the Person

Purpose: The organization promotes the development of its employees across all dimensions of the human person: biological, psychological, social, familial, environmental, and/or spiritual.

Foundational source: development of 'the whole person' — Populorum progressio (n. 82)

n. 82 — In the Encyclical Populorum progressio, Saint Paul VI affirms that development is authentic only if it is 'integral,' that is, directed at 'promoting all people and the whole person.' By 'integral human development' we understand a process in which the growth of persons and peoples encompasses all dimensions of existence and opens the future also to coming generations.

The dimensions of integral development (n. 83)

n. 83 — Development is integral when it is not reduced to the economic sphere, but promotes quality of life in its spiritual, cultural, moral, and relational dimensions, in respect for the common home, the diversity of peoples, and their ways of living.

Criterion of discernment for technologies (n. 85)

n. 85 — Technological innovations—including artificial intelligence—are not neutral; they can increase participation and justice, or widen inequalities, control, and exclusion. For this reason, they must be examined through a decisive question: do they genuinely contribute to making people and peoples grow in humanity and fraternity?

Requirement 5.4 — Personal Responsibility and Initiative

Purpose: The organization promotes personal initiative and a sense of responsibility through the active participation of its employees as an expression of dignity.

Subsidiarity as recognition of personal responsibility (n. 68)

n. 68 — If every woman and man is called to be the protagonist of their own life and to participate in building society, then social organization must also respect and foster this responsibility. The Social Doctrine of the Church calls 'subsidiarity' the principle by which what persons, families, local communities, and intermediate bodies can do must not be absorbed by higher-level instances.

Overcoming paternalism; promoting co-responsibility (n. 70)

n. 70 — This principle encourages overcoming all forms of paternalistic or welfare-dependent management of social life, promoting a style of co-responsibility [...] so that the people do not find themselves facing decisions already made, but can enter into the process of building them.

The Nehemiah model: each person their stretch of wall (n. 13)

n. 13 — Each person has their stretch of wall: scientists and researchers, business leaders and workers, educators and legislators, civil society, grassroots movements, and communities of faith. This is the logic of subsidiarity, which values cooperation across generations, peoples, disciplines, and cultures as the privileged path for fostering stability, prosperity, and peace.

Requirement 5.5 — Dialogue and Encounter

Purpose: The organization promotes a culture of authentic dialogue and genuine encounter among people at different levels or across different areas, with mutual listening and trust-based relationships.

Dialogue as constitutive of the Church's and the company's vocation (n. 2)

n. 2 — We want to identify, together with them, new paths for the common good and the promotion of a dignified life for all. This attitude of dialogue is an integral part of the Church's vocation, since it [...] recognizes in history the place where the Gospel challenges and accompanies human experience.

Diversity as a resource; listening as common ground (n. 10)

n. 10 — Today, rebuilding means recognizing that [...] there is, however, a bright possibility: that of building together, transforming diversity into a resource and making listening and dialogue the common ground on which to grow justice and fraternity.

Requirement 5.6 — Job Design Tailored to Each Person

Purpose: The organization designs or adapts its positions based on the actual capabilities and circumstances of its employees, treating human diversity as a source of richness.

Work is for the person, not the person for the work (n. 37)

n. 37 — Work is not considered merely a problem to be managed or a means of earning income, but a fundamental good for the person, the starting point of economic activity and the key to the entire social question. In it, the human being brings into play their freedom, creativity, and capacity to cooperate, contributing to the cultural and moral elevation of society.

The person is never an instrumentalizable resource (n. 51)

n. 51 — The person ends up being reduced to a means for achieving results, to a resource to be used and exploited, and is not recognized as an end in themselves, never instrumentalizable. But the value of the person does not depend on what they do or produce.

Real equality for women in the workplace (n. 57)

n. 57 — It is not enough to affirm in words that men and women have the same dignity and the same rights; this must translate into concrete decisions, into laws, into access to work, education, and social and political responsibilities, and into the way society listens to and values the contribution of women.

Requirement 5.7 — Support for Employees' Families

Purpose: The organization actively recognizes and supports the integral development and integration of its employees' families, harmonizing the time dedicated to work and family.

A just wage includes the family (n. 30 — Rerum novarum)

n. 30 — The document places at the center of its reflection the dignity of work and the worker, affirms the right to a just wage for oneself and one's own family.

The work-family connection as a requirement of justice (n. 31)

n. 31 — The link between the dignity of work, just remuneration, and the real possibility for families to lead a dignified human life.

Concrete persons and their families are the center (n. 58)

n. 58 — It is concrete persons who matter, each of them and their families. Social movements, major political declarations on behalf of the people, and communitarian ideologies serve no purpose if they are not oriented toward the promotion of persons—men and women—with their inalienable rights.

Requirement 5.9 — Fostering Faith and Spiritual Wellbeing

Purpose: The organization offers spaces for spiritual life and formation in the SDC, in an open, voluntary, and respectful manner that honors the religious freedom of each person.

Faith in the workplace: grace that transforms from within (n. 127–128)

n. 127 — The expression 'more than human' does not belong only to the language of technical promises. For centuries, the Christian tradition has affirmed that the human being is not enclosed within the limits of their own nature, but is called to transcend themselves; not to flee from reality or despise limits, but to be fulfilled in love. n. 128 — When we accept this possibility of transcending ourselves through God's grace, we do not deny ourselves, we do not become less human. On the contrary, 'we become fully human when we are more than human, when we allow God to bring us beyond ourselves to reach our truest self.'
(Pope Francis)

Requirement 5.10 — Management System

Purpose: The organization operates the NDE-MH:2026 system with a responsible team, documentation, internal and external audits, and criteria for continuous improvement. The SDC functions as a real operational criterion.

Transparency, accountability, and evaluation (n. 86)

n. 86 — The Social Doctrine is not only a word directed at society; it is also an examination of conscience for the Church, home and school of communion, always called to verify that the principles set forth in this chapter are lived above all in its interior. [...] The final Document of the Synod identifies, among the decisive practices for missionary transformation, the culture of transparency, accountability, and evaluation.

Subsidiarity as a criterion of governance and genuine participation (n. 87)

n. 87 — Subsidiarity becomes a criterion of governance and pastoral life that recognizes and sustains the responsibility of the faithful and of intermediate ecclesial bodies, valuing charisms and competencies, and avoiding all paternalism that stifles evangelical freedom. Concretely, the participation of the baptized in decision-making processes and co-responsibility in the mission take place through real, not nominal, participatory bodies.

Evaluation: an instrument of formation and correction oriented to the mission (n. 89)

n. 89 — Regular forms of evaluation of the exercise of ministerial responsibilities should be promoted—not as a judgment on persons, but as instruments of formation and correction oriented to the mission. These principles of the Social Doctrine are embodied in ecclesial life to the extent that we are open to the action of the Holy Spirit. In this way, the Church is able to offer society a credible sign: because working together for the good of all, in co-responsibility and fraternity, is not a utopia but a real possibility.

Accountability in AI systems: responsibility at every stage (n. 105)

n. 105 — For AI to respect human dignity and truly serve the common good, it is essential that responsibilities be clear at every stage: from those who design and program the systems, to those who use them and those who decide to entrust concrete decisions to them. [...] 'accountability': the ability to identify who must 'render account' for decisions, justify them, oversee them, and—when necessary—question them and remedy the harm that derives from them.

ANNEX D (INFORMATIVE)

Design of the Humanitas Business Distinctive

This annex is informative. It presents the official emblem of the Humanitas Business Distinctive and the meaning of its elements.



Meaning of the Elements

The person at the center, with arms extended in a gesture of openness to embrace, expresses that the company is a community of persons and a place of encounter: everything the organization does has the person as its center and its purpose.

The golden rays radiating from the figure represent the ontological dignity of the person: a gift that precedes and exceeds each human being, and that does not depend on abilities, performance, or hierarchical position (cf. Magnifica Humanitas, n. 50).

The segmented strokes of the circle allude to the digital era: the technological context in which the organization is called to safeguard what is human and to place artificial intelligence at the service of human dignity.

The legend «Empresa Certificada» (Certified Company) identifies organizations that have demonstrated compliance with the requirements of this system through external evaluation.

