



Sertifiseringsveileder

Produkter og merker

Oktober 2023

Sertifiseringsveileder:

Produktsertifisering og merkeordninger

Denne veilederen er utviklet av Etisk handel Norge og er et bidrag til økt kompetanse i markedet knyttet til hva ulike sertifiserings- og merkeordninger dekker i sine kriteriesett.

Sertifiseringsveiledere utviklet av Etisk handel Norge

Produktsertifiseringer og
merkeordninger

System, revisjons- og
rapporteringsstandards

Tekstil

Dagligvare



Produktsertifisering og merkeordninger

Introduksjon: Noen standarder og merkeordninger fokuserer spesifikt på råvarer eller er spesielt rettet mot en sektor. En produktsertifisering eller produktgodkjenning har som formål og formidle hvordan et produkt er produsert, bearbeidet og omsatt i henhold til gitte krav i ordningen. Det er ofte et merke eller logo på endelig produkt i butikken, men trenger ikke å være det. Sertifisering er kun ett av flere tiltak for å stoppe, redusere og forebygge virksomhetens negative påvirkning på mennesker, dyr, samfunn og miljø. Komplementerende tiltak bør iverksettes.

Oppsett og innhold: Oversikten under gir en overordnet og en detaljert oversikt over de ulike ordningene i henhold til Etisk handel Norges Code of Conduct; 13 prinsipper basert på FN og ILO-konvensjoner, samt avskoging, sporbarhet og type verifisering. Oversikten viser i hvilken grad og på hvilken måte de ulike ordningene omfatter temaene i sine kriteriesett. Dette bidrar også til åpenhet om hvordan vi har vurdert de ulike ordningene. For å se spesifikk standard som er vurdert i oversikten, se navn under logo og lenke.

Nivåvurdering: Oversikten viser til fire ulike nivåer basert på hvor omfattende de ulike tematiske områdene er dekket i de ulike ordningene og refererer til kriteriesettene. Oversikten inneholder både en samlet oversikt samt en mer gjengivelse av faktiske kriteriesett for å vise hva våre vurderinger er basert på.

NB! Det er viktig at virksomheten selv setter seg inn i gjeldene ordning, krav og kriterier for aktuell ordning og vurderer dette opp mot egne forventninger og krav.

Type sertifisering: Tredjepartsverifiserte ordninger vil si at en uavhengig part går igjennom kriteriesettet basert på innholdet i ordningen. Dette regnes som en ekstra sikkerhetsventil fordi det er en objektiv gjennomgang av kriteriesettet.

Forbehold: De fleste kriteriesett blir evaluert og oppdatert med jevne mellomrom. Etisk handel Norge tar forbehold om at kriteriesettene kan bli oppdatert etter vår gjennomgang og vurdering. Selv om Etisk handel Norge har vurdert kriteriesettet til et visst nivå, sier ikke oversikten noe om kvaliteten på ordningenes bakenforliggende dokumentasjon eller deres oppfølging og gjennomgang av kriteriene da dette ikke er noe vi har sjekket. Noen ordninger er også tiltenkt gjennomført i kombinasjon med andre, eller har tilleggsmoduler. Dette er ikke en del av omfanget i oversikten. Derfor er det viktig at virksomheten selv setter seg inn i gjeldene versjoner, krav og kriterier for aktuell ordning.

Tilgang: Noen kriteriesett er åpne, og lenker ligger i dette dokumentet. Andre kriteriesett må lastes ned eller bes spesifikt om. Der dette er tilfellet har vi lagt inn lenke til aktuelt område for nedlasting/forespørsel.

Forklaring til fargebruk og tilsvarende symbolbruk:



= **Beste praksis:** Inneholder absolutte og omfattende krav



= **Godt dekket:** Omfattende og strenge krav, men ikke utelukkende absolutte krav



= **Delvis dekket:** Temaet dekkes delvis



= **Ikke dekket / i liten grad dekket:** Tema er ikke dekket i kriteriesettet eller er svært lite konkret

Rangert etter hvor omfattende Etisk handel Norges prinsipper er dekket

	Tvangs- arbeid/ slavearbeid	Fagorgani- sering og kollektive forhandlinger	Barnearbeid	Diskri- minering	Brutal handling	HMS	Lønn	Arbeidstid	Regulære ansettelser	Margi- naliserte befolknings- grupper	Miljø	Korrupsjon	Dyrevelferd
	✓	🏆	🏆	🏆	🏆	🏆	🏆	🏆	✓	✓	🏆	✓	✗
	🏆	✓	🏆	🏆	🏆	✓	🏆	✓	🏆	✓	✓	✓	🏆
	✓	🏆	✓	✓	✓	🏆	🏆	🏆	✓	✓	🏆	✗	✗
	◐	◐	◐	◐	◐	◐	◐	◐	◐	✓	✓	✗	✗
	◐	✓	◐	◐	✗	✓	✗	✓	✗	✗	✓	✓	✗
	◐	◐	◐	◐	✗	✓	◐	✗	✗	🏆	🏆	✓	✗
	✓	✓	✓	✓	◐	✓	✓	◐	◐	🏆	🏆	✓	✗

Rangert basert på krav knyttet til avskoging, sporbarhet og type verifisering

Sertifisering	Avskogingskrav	Sporbarhet	Type verifisering
			
			
			
			
			
			
			

Sporbarhet
= sporbarhet i hele leverandørkjeden
= sporbarhet i deler av leverandørkjeden
= ingen sporbarhet (kun 1. ledd)
Verifisering
= tredjepartsverifisering
= andrepartsverifisering
= ingen verifisering

Rangert etter hvor omfattende Etisk handel Norges 13 prinsipper er dekket

1. Tvangsarbeid / slavearbeid

Sertifisering	Kriterier
 Fairtrade Standard for Small scale Producer Organizations	 YEAR 0 – You and your members do not directly or indirectly engage in forced labour, including slave, bonded or involuntary prison labour. You explain this to all workers. YEAR 1 – If you have identified cases of forced adult labour in your organization (see requirement 3.1.2), you and your members remediate to ensure prolonged safety and implement relevant policies and procedures to prevent vulnerable adults above the age of 18 years from being employed in abusive, exploitative and unacceptable work conditions as defined by ILO Conventions 29 and 105. YEAR 0 – You and your members do not make the employment of a worker or an offer of housing conditional on the employment of their spouse. Spouses have the right to work elsewhere. <u>Kilde (s. 38–39)</u>
 Certification standard for Fair Trade and responsible supply-chains	 There is no indication of any kind of forced labour, including contemporary forms of slavery, debt bondage and human trafficking: KO – The employer does not retain original legal workers' documents (e.g. identity card) nor part of workers' salary, benefits, etc. KO – Workers are free to leave their work after an appropriate notice period or without such period applying. KO – Family and dependents of workers are not obliged to also work with the worker, they are free to seek employment elsewhere (without deductions from the main worker). KO – Employment is never linked to the fulfilling of an obligation or debt of a third party. Large loans to workers (disproportional to their income) do not interfere with their freedom to terminate their contract. KO – There is no indication of any other form of forced labour (see guidance). KO= «If not met, these criteria jeopardize the certificate with immediate effect» <u>Kilde (s. 25)</u>

Sertifisering	Kriterier
  Rainforest Alliance Sustainable Agriculture Standard Supply Farm Requirements Version 1.3	 5.1.1 Commitment: Management commits to assess and address child labor, forced labor, discrimination, and workplace violence and harassment by: • Appointing a committee responsible for managing the assess-and-address system (see requirement 1.1.5). <i>The committee:</i> • Coordinates with management and the committees/persons responsible for managing grievances and gender issues. • Raises awareness of these four issues with management and (group) staff at least once a year. • Informs workers/group members in writing that child labor, forced labor, discrimination and workplace violence and harassment are not tolerated, and that management has a system in place to assess and address related cases. This information is visibly displayed at central locations at all times. 5.1.2 Risk mitigation: The management representative/committee includes in the management plan (1.3.2) the mitigation measures as identified in the basic Risk Assessment (1.3.1) and implements corresponding measures. The basic Risk Assessment is repeated at least every three years. 5.1.3 Monitoring: The management representative/committee • Monitors risks and the implementation of risk mitigation measures • Reports potential cases of child labor, forced labor, discrimination, and workplace violence and harassment to the management and to the grievance committee • Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <i>Indicator:</i> • The number of potential cases identified by the monitoring system and referred to the grievancemechanism (by gender, age, and type of issue) 5.1.4 Remediation: The management representative/committee sets out in the management plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims is protected throughout the process. <i>Indicator:</i> • Number and percentage of confirmed child labor, forced labor, discrimination and workplaceviolence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue). <u>Kilde (s. 62–63)</u>

Sertifisering	Kriterier
 Fair Wild Standard version 2.0	 The wild-collection operation respects basic human values and fundamental rights at work of all workers. Kilde (s. 5)
 TCO Certified generation 9 for smartphones	 - The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: - ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. - To verify the level of strictness, the policy must require at least the following: - That suppliers neither tolerate nor contribute to human rights abuses that include forced labor, child labor and environmental degradation. Kilde (s.22, 42)
 FSC Principles and Criteria for Forest Stewardship V (5-3)	 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. Kilde (s. 13) Egen veileder for ILO konvensjonene
 ASI Performance Standard Versjon 3.1	 - The Entity shall: * Neither engage in nor support the use of Forced Labour. * Neither directly, nor through any direct or contracted employment or recruitment agencies: - Engage in or support Human Trafficking. - Require any form of deposit, Recruitment Fee, Costs and Charges or equipment advance from Workers either directly or through employment or recruitment agencies. - Require Migrant Workers to lodge deposits or security payments at any time. - Hold Workers in Debt Bondage or force them to work in order to pay off a debt.

Sertifisering		Kriterier
		• Restrict the freedom of movement of Workers in the workplace or in on-site housing unless legal, reasonable, necessary, timebound and proportionate. • Retain original copies of Workers’ identity papers, work permits, travel documents or training certificates. • Deny Workers the freedom to terminate their employment at any time without penalty, given notice of reasonable length. * Publicly disclose an annual Modern Slavery Statement detailing their actions to address modern slavery. Application: This criterion applies to all Facilities. This criterion applies to all Facilities. <u>Kilde (s. 30)</u>



2. Fagorganisering og kollektive forhandlinger

Sertifisering	Kriterier
	 YEAR 0 – You and your members ensure that all workers are free to join a workers' organization of their own choosing, and that workers are free to participate in group negotiations regarding their working conditions. You do not deny these rights in practice. You have not opposed these rights in the last two years. YEAR 0 – You and your members allow trade unions that do not have a base in the organization to meet workers and to share information. You do not interfere in these meetings. Time and place for these meetings have to be agreed in advance. YEAR 0 – You and your members ensure that there is no discrimination against workers and their representatives for organizing, joining (or not) a workers' organization, or for participating in the legal activities of the workers' organization. If a workers' organization representative is dismissed, you and your members report it immediately to the certification body and explain the reason. You and your members keep a record of all terminated contracts. These records include the reason for termination and indicate if workers are members of a workers' organization. Year 3 – If there is no union that is recognized and active in your area, or if unions are forbidden by law, or if unions are managed by government and not by members, then you and your members encourage workers to democratically elect a workers' organization. The workers' organization will represent workers in their negotiations with you to defend their interests. Year 6 – You and your members train workers to improve their awareness about workers' rights and duties. Training takes place during paid working time. <u>Kilde (s. 42–43)</u>

Sertifisering	Kriterier
	MUST year 2 – Workers' right to organize is effectively communicated to the workers. Workers are aware that they are free to organize in associations of their preference, without any negative repercussions, or reprisal from the employer towards them. KO – There is no discrimination, intimidation or punishment against workers who promote association or unionisation of workers. MUST year 1 – If workers wish to unionise, the employer does not take unpermitted measures to discourage them (e.g. antiunion consultant for 1:1 meetings with workers, individual talks to workers about unionisation, prohibition that independent trade unions visit the facility or talk to workers). MUST year 1 – Associative activities and collective bargaining of workers are allowed, and, if workers wish so, there is an active workers' organization or trade union that discusses working conditions, compliance with legal obligations and addresses workers' grievances together with the management (e.g. through scheduled / regular meetings between workers' organization and management, with mutually signed minutes). MUST year 2 – There is no indication that the employer obstructs or controls worker representatives' meetings during working hours. The management attends workers' meetings only if invited by the workers. MUST year 1 – If the law limits the right to freedom of association and to collective negotiation, the employer shall allow the workers to freely elect their own representatives. MUST year 2 – There is a written document outlining a fair and appropriate grievance procedure, available to the workers, e.g. in employee handbook or on notice board. KO – Workers who follow the grievance procedure are not disciplined, intimidated or discriminated against, their rights are protected in writing (e.g. in grievance policy or procedure). MUST year 2 – Workers who inform the certification body on labour related problems are not discriminated, intimidated or penalised. MUST year 4 – The management encourages and supports workers' feedbacks and suggestions for improvement even beyond grievances (e.g. suggestion box, open discussion culture where workers do not feel intimidated to raise their concerns). KO= «If not met, these criteria jeopardize the certificate with immediate effect» MUST= "If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4" <u>Kilde (s. 25–26)</u>

Sertifisering	Kriterier
 	 5.2.1 Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with applicable law. Workers' representatives are elected democratically among workers in regular, free elections. Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management. ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) ILO Workers Representatives Recommendation, 1971 (No. 143) 5.2.2 Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers' affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations. ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98) ILO Workers Representatives Recommendation, 1971 (No. 143) 5.2.3 Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings. Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and childcare. Management gives worker organization and/or trade union access to a notice board to communicate information about their activities. Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment. Management keeps records of the minutes from meetings with worker organizations and/or trade unions. ILO Workers' Representatives Convention, 1971 (No. 135) ILO Workers Representatives Recommendation, 1971 (No. 143) <u>Kilde (s. 65–66)</u>

Sertifisering	Kriterier
	 • The wild-collection operation respects basic human values and fundamental rights at work of all workers. • The wild-collection operation acts as a socially responsible employer and provides good employment conditions. <u>Kilde (s. 9)</u>
	 • The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: • ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. Collective bargaining and freedom of association: All workers must have the right to form, join and organize trade unions of their choice and to have them bargain collectively on their behalf with employers. In situations where this is restricted under law, employers must allow workers to freely and democratically elect their own representative(s) for the purpose of defending the rights and interests of workers. In case of a non-union worker representation: If the above union criteria are not possible to fulfill due to country laws restricting freedom of association and collective bargaining, workers shall be allowed to freely elect their own non-union representatives. (Note: worker representation should not be seen as a substitution for a union representative in organizations where workers freely choose to organize.) An organised committee of democratically elected worker representatives from non-management personnel is defined as a democratic trade union like system and must meet the following criteria: 1. An organised committee consists of democratically elected representatives from non-management personnel and is independent from the local and national government. 2. The number of representatives shall be in proportion to the number of workers at the factory and must be in the range 1 for every 50–100 workers. 3. The worker committee has the right to represent the workers in collective negotiations with management. 4. The committee has set and fulfills some or all of the goals it sets itself to win concessions for workers, such as: improve working conditions, working hours, wages and benefits. • Payroll records etc show worker representatives are not discriminated against if they also work at the factory. Workers representatives must be allowed to carry out their duties in the organized worker committee during normal working hours without any wage deductions. • The worker committee is free to fulfill their goals without being subjected to discrimination, harassment, intimidation, or retaliation for being representative(s) of workers or engaged in organizing workers, and that all workers have access to the representatives in the workplace and access to their services. • Worker representatives have the possibility to meet all new consenting employees to explain their labor rights.

Sertifisering	Kriterier
	- Committee members shall be allowed to attend relevant committee-training during normal working hours without getting wage deductions to help fulfill their duties. - Factory management must provide meeting space/materials. <u>Kilde (s.24, 25, 33)</u>
	 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. <u>Kilde (s. 13)</u> <u>Egen veileder for ILO konvensjonene</u>
	 - The Entity shall: * Inform Workers of their rights, as protected in this Principle. * Where Freedom of Association and Collective Bargaining are restricted by Applicable Law then it is expected that Entities would inform Workers of the requirements of 10.1 (d) Applies to all Facilities. - The Entity shall: * Respect the rights of Workers to form or join Labour Unions or other Associations to Collective Bargain within the bounds of Applicable Law. The decision whether to join a Labour Union or other association shall be made solely by the Worker. * Respect the rights of Workers to Collective Bargaining, participate in any Collective Bargaining process in good faith, and adhere to Collective Bargaining agreements where such agreements exist. * Respect that Labour Unions or other associations have the right to: - Develop their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programs to the extent possible under Applicable Law. - Organise. - Within the bounds of Applicable Law, Collectively Bargain on behalf of the Workers.

Sertifisering	Kriterier
	* Where an Entity operates in a country where Applicable Law restricts the right to Freedom of Association and Collective Bargaining: promote the involvement of Workers in industrial relations of the Facility through alternative means of association for Workers that are permitted under Applicable Law. These alternative means shall, at a minimum, ensure a climate free of violence, pressure, fear and threats with the participation of freely elected worker representatives engaged in a regular and formalised process. The Entity shall ensure open communication and direct engagement with Workers and their representatives regarding working conditions and resolution of workplace and compensation issues, without threat of reprisal, intimidation or Violence and Harassment. Criterion 10.1(a)(b) and (c) apply only in Countries where the right to Freedom of Association and Collective Bargaining are not restricted. Criterion 10.1(d) applies only in Countries where the right to Freedom of Association and Collective Bargaining are restricted. <u>Kilde (s. 29, 31)</u>



3. Barnearbeid

Sertifisering	Kriterier
	 YEAR 0 – You and your members do not employ children below the age of 15 or under the age defined by local law, whichever is higher. YEAR 0 – Your members' children below 15 years of age are allowed to help your members on their farms under strict conditions: you ensure that they only work after school or during holidays, the work they do is appropriate for their age and physical condition, they do not work long hours and/or under dangerous or exploitative conditions and their parents or guardians supervise and guide them. YEAR 0 – You and your members do not submit workers of less than 18 years of age to the unconditional worst forms of child labour or to any type of work which, by its nature or the circumstances under which it is carried out, is likely to jeopardize their health, safety, morals or their school attendance. YEAR 1 – If in the past you or your members have employed children under 15 for any type of work, or children under 18 for dangerous and exploitative work, you ensure that those children do not enter or are not at risk of entering into even worse forms of labour including hazardous work, slave-like practices, recruitment into armed conflict, sex work, trafficking for labour purposes and/or illicit activities. Any action that you take to ensure this respects the UN Convention on the Rights of the Child (CRC) protective framework, which means that : • the best interest of the child are always the top priority; • their right to survival and development is respected; • you apply them to all children without discrimination; • the views of the child are heard and respected; • at all moments they are protected from violence. YEAR 3– If you have identified child labour as a risk in your organization (see requirement 3.1.2) you and your members implement relevant policies and procedures to prevent children below the age of 15 from being employed for any work and children below the age of 18 from being employed in dangerous or exploitative work. <u>Kilde (s. 40–41)</u>

Sertifisering	Kriterier
	 KO – No Children are EMPLOYED as workers. KO – No work is carried out by CHILDREN OF CONTRACTED WORKERS. KO – Young workers do not engage in work at night or in work that is dangerous to their health, safety or personal development. The tasks they carry out are appropriate to their age. KO – Working hours of Young workers do not interfere with their education; normal school attendance is ensured. KO – Young workers do not work regularly more than 8 hours / day. The accumulated time for school, work and transportation is less than 10 hours / day. MUST year 1 – Children under 12 years HELPING in their FAMILY's production activity do only occasionally, very light and appropriate work for less than 2 hours / day. These activities do not compromise their school attendance. MUST year 1 – Children between 12 and 15 HELPING in their FAMILY's production activity do not do any SUBSTANTIAL work, and less than approximately 3 hours / day. The work is nonhazardous, it is appropriate to their age and it does not compromise their school attendance. KO= «If not met, these criteria jeopardize the certificate with immediate effect» MUST= "If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4" <u>Kilde: (s. 27)</u>
 	 5.1.1 Commitment: Management commits to assess and address child labor, forced labor, discrimination, and workplace violence and harassment by: - Appointing a committee responsible for managing the assess-and-address system (see requirement 1.1.5). <i>The committee:</i> - Coordinates with management and the committees/persons responsible for managing grievances and gender issues. - Raises awareness of these four issues with management and (group) staff at least once a year. - Informs workers/group members in writing that child labor, forced labor, discrimination and workplace violence and harassment are not tolerated, and that management has a system in place to assess and address related cases. This information is visibly displayed at central locations at all times. 5.1.2 Risk mitigation: The management representative/committee includes in the management plan (1.3.2) the mitigation measures as identified in the basic Risk Assessment (1.3.1) and implements corresponding measures. The basic Risk Assessment is repeated at least every three years.

Sertifisering	Kriterier
	5.1.3 Monitoring: The management representative/committee - Monitors risks and the implementation of risk mitigation measures - Reports potential cases of child labor, forced labor, discrimination, and workplace violence and harassment to the management and to the grievance committee - Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <i>Indicator:</i> - The number of potential cases identified by the monitoring system and referred to the grievancemechanism (by gender, age, and type of issue) 5.1.4 Remediation: The management representative/committee sets out in the management plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims is protected throughout the process. <i>Indicator:</i> - Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue). 5.7.2 Children living on-site and of school-going age go to school. Children either: - Go to a school at safe walking distance - Go to a school at reasonable traveling distance, with availability of safe transport - Have on-site schooling of a recognized and equivalent level. <u>Kilde (s. 62–63, 79)</u>
	 Collection and processing by collectors is done without substantial work contribution of children. - Children are not contracted as collectors. Young collectors never do any hazardous work. - Collectors do not contract children as workers to help them in collection or processing. - Children do very limited work in collection and only under supervision. <u>Kilde (s. 9)</u>

Sertifisering	Kriterier
	 - The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: - ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. - The UN Convention on the Rights of the Child, Article 32. - To verify the level of strictness, the policy must require at least the following: - That suppliers neither tolerate nor contribute to human rights abuses that include forced labor, child labor and environmental degradation. <u>Kilde (s. 22, 42)</u>
	 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. <u>Kilde (s. 13)</u> <u>Egen veileder for ILO konvensjonene</u>
	 The Entity shall ensure: - That all Workers are over the age of 15 years. - That work for 15 through 18 year olds is not exploitive, Hazardous or interfering with schooling and apprenticeship programs. - That there are no instances of the Worst Forms of Child Labour that are likely to harm the health, safety or morals of any child under 18. - This criterion applies to all Facilities. <u>Kilde (s. 29, 30)</u>

4. Diskriminering

Sertifisering	Kriterier
	 YEAR 0: You and your members do not discriminate or tolerate discrimination on the basis of race, colour, gender, sexual orientation, disability, marital status, age, HIV/AIDS status, religion, political opinion, membership of unions or other workers' representative bodies, national extraction or social origin in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement or other activities. YEAR 0: During the recruitment of workers you and your members do not test for pregnancy, HIV or genetic disorders. YEAR 0: You and your members do not engage in, support, or tolerate the use of corporal punishment, or mental or physical coercion, bullying, harassment verbal abuse or any abuse of any kind. YEAR 0: You and your members do not engage in, support, or tolerate behaviour, including gestures, language, and physical contact, that is violent and abusive including sexually abusive acts, intimidation, bullying or other forms of exploitation and abuse YEAR 3: You develop and implement a gender policy. You ensure members are aware of this policy and its contents. You ensure that women are involved in the development and implementation Year 3 of the policy. <u>Kilde (s. 43–44, 57–58)</u>
	 KO – There is no systematic discrimination against workers (based on gender, race, colour, sexual orientation, disease, disability, marital status, age, religion, political affiliation, caste, social background, ethnic and national origin, nationality, or any other personal characteristics), for recruitment, promotion, access to training, remuneration, task allocation, termination of employment, or retirement. Specific criteria exist for membership in worker organizations including unions; see sub-chapter "Freedom of Association and Collective Bargaining" KO – There is no discrimination, intimidation or punishment against workers who promote association or unionisation of workers. KO= «If not met, these criteria jeopardize the certificate with immediate effect» <u>Kilde (s. 25, 28)</u>

Sertifisering	Kriterier
 	 5.1.1 Commitment: Management commits to assess and address child labor, forced labor, discrimination, and workplace violence and harassment by: - Appointing a committee responsible for managing the assess-and-address system (see requirement 1.1.5). <i>The committee:</i> - Coordinates with management and the committees/persons responsible for managing grievances and gender issues. - Raises awareness of these four issues with management and (group) staff at least once a year. - Informs workers/group members in writing that child labor, forced labor, discrimination and workplace violence and harassment are not tolerated, and that management has a system in place to assess and address related cases. This information is visibly displayed at central locations at all times. 5.1.2 Risk mitigation: The management representative/committee includes in the management plan (1.3.2) the mitigation measures as identified in the basic Risk Assessment (1.3.1) and implements corresponding measures. The basic Risk Assessment is repeated at least every three years. 5.1.3 Monitoring: The management representative/committee - Monitors risks and the implementation of risk mitigation measures - Reports potential cases of child labor, forced labor, discrimination, and workplace violence and harassment to the management and to the grievance committee - Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <i>Indicator:</i> - The number of potential cases identified by the monitoring system and referred to the grievancemechanism (by gender, age, and type of issue) 5.1.4 Remediation: The management representative/committee sets out in the management plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims is protected throughout the process. <i>Indicator:</i> - Number and percentage of confirmed child labor, forced labor, discrimination and workplaceviolence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue). <u>Kilde (s. 62–63)</u>

Sertifisering	Kriterier
	 There is no discrimination against collectors based on race, colour, ethnic origin, religion, sex or political opinion and encouragement of women as registered collectors. <u>Kilde (s. 9)</u>
	 • The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: • ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. • The worker committee is free to fulfill their goals without being subjected to discrimination, harassment, intimidation, or retaliation for being representative(s) of workers or engaged in organizing workers, and that all workers have access to the representatives in the workplace and access to their services. <u>Kilde (s. 22, 33)</u>
	 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. The Organization* shall promote gender equality* in employment practices, training opportunities, awarding of contracts, processes of engagement* and management activities. <u>Kilde (s. 13)</u> <u>Egen veileder for ILO konvensjonene</u>
	 • The Entity shall: • Implement a program which promotes gender equity and women's empowerment in: • employment practices; • training opportunities; • awarding of contracts; • processes of engagement; • management activities.

Sertifisering	Kriterier
	• And, at a minimum, addresses barriers to professional development, Discrimination, Violence and Harassment. • Review the program at least every 5 years. • Review the program after any changes to the Business that alter Material gender equity risk(s). • Review the program on any indication of a control gap. • Publicly disclose the effectiveness of the measures taken to promote gender equity on an annual basis. • The Entity shall: * Ensure equal opportunities and shall not engage in or support Discrimination in • Hiring; • Salary; • Promotion; • Training; • Advancement opportunities or • Termination of any Worker on the basis of gender, race, national or social origin, caste, religion, disability, political affiliation, sexual orientation, marital status, family responsibilities, age, or any other condition that could give rise to Discrimination. * Undertake objective appraisals of jobs on the basis of the work to be performed to verify equitable rates of pay. * Promote a culture of non-discrimination This criterion applies to all Facilities. <u>Kilde (s. 25, 30)</u>

5. Brutal behandling

Sertifisering	Kriterier
	 YEAR 0: You and your members do not engage in, support, or tolerate the use of corporal punishment, or mental or physical coercion, bullying, harassment verbal abuse or any abuse of any kind. YEAR 0: You and your members do not engage in, support, or tolerate behaviour, including gestures, language, and physical contact, that is violent and abusive including sexually abusive acts, intimidation, bullying or other forms of exploitation and abuse <u>Kilde (s. 37)</u>
	 MUST year 1 – Behaviour that is sexually coercive, threatening, abusive or exploitative is not tolerated. Any cases of sexual harassment are followed up by management and resolved within a reasonable time frame. MUST year 1 –There is a discreet complaint mechanism with an appropriate responsible person to hear workers' concerns with regard to sexual harassment. KO – There is no indication that the employer is involved, supports or accepts any practice against human dignity and human rights (corporal punishment, physical or mental coercion, verbal violence, bullying). KO= «If not met, these criteria jeopardize the certificate with immediate effect» MUST= "If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4" <u>Kilde (s. 28–29)</u>

Sertifisering	Kriterier
 	5.1.1 Commitment: Management commits to assess and address child labor, forced labor, discrimination, and workplace violence and harassment by: - Appointing a committee responsible for managing the assess-and-address system (see requirement 1.1.5). <i>The committee:</i> - Coordinates with management and the committees/persons responsible for managing grievances and gender issues. - Raises awareness of these four issues with management and (group) staff at least once a year. - Informs workers/group members in writing that child labor, forced labor, discrimination and workplace violence and harassment are not tolerated, and that management has a system in place to assess and address related cases. This information is visibly displayed at central locations at all times. 5.1.2 Risk mitigation: The management representative/committee includes in the management plan (1.3.2) the mitigation measures as identified in the basic Risk Assessment (1.3.1) and implements corresponding measures. The basic Risk Assessment is repeated at least every three years. 5.1.3 Monitoring: The management representative/committee - Monitors risks and the implementation of risk mitigation measures - Reports potential cases of child labor, forced labor, discrimination, and workplace violence and harassment to the management and to the grievance committee - Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <i>Indicator:</i> - The number of potential cases identified by the monitoring system and referred to the grievancemechanism (by gender, age, and type of issue) 5.1.4 Remediation: The management representative/committee sets out in the management plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims is protected throughout the process. <i>Indicator:</i> - Number and percentage of confirmed child labor, forced labor, discrimination and workplaceviolence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue). <u>Kilde (s. 62–63)</u>

Sertifisering	Kriterier
	 • The wild-collection operation respects basic human values and fundamental rights at work of all workers. • The wild-collection operation acts as a socially responsible employer and provides good employment conditions. <u>Kilde (s. 9)</u>
	 • Ikke dekket
	 • Ikke dekket <u>Egen veileder for ILO konvensjonene</u>
	 The Entity shall: • Implement, in consultation with Workers and their representatives, a workplace Policy on Violence and Harassment. • Review the Policy at least every 5 years. • Review the Policy on any changes to the Business that alter Material risk(s) of Violence and Harassment. • Review the Policy on any indication of a control gap. • Publicly disclose the latest version of the Policy. • Take into account Violence and Harassment in the management of Occupational Health and Safety and identify hazards and assess the risks of Violence and Harassment, with the participation of Workers and their representatives, and take measures to prevent and control them. • Provide to Workers and other persons concerned information and training, in accessible formats as appropriate, on the identified hazards and risks of Violence and Harassment and the associated prevention and protection measures • This criterion applies to all Facilities. <u>Kilde (s. 31)</u>

6. Helse, miljø og sikkerhet

Sertifisering	Kriterier
	 YEAR 0: You and your members ensure that all field workers have access to clean drinking water that is available in the region. YEAR 0: You and your members make work processes, workplaces, machinery and equipment on your production site safe. YEAR 0: Children under the age of 18 years, pregnant or nursing women, mentally disabled people, people with chronic, hepatic or renal diseases and people with respiratory diseases do not carry out any potentially hazardous work. Alternative work is provided for them. YEAR 0: You and your members have accessible first aid boxes and equipment and a sufficient number of people trained in first aid in the workplace at all times. YEAR 0: You and your members provide clean toilets with hand washing facilities close by for workers, and clean showers for workers who handle pesticides. These facilities are separate for women and men and the number of facilities is in proportion to the number of workers. YEAR 3: You and your members provide training to workers who carry out hazardous work on the risks from this work to their health, to the environment, and on what to do in case of an accident. YEAR 3: When you carry out hazardous work, you and your members display all information, safety instructions, re-entry intervals and hygiene recommendations clearly and visibly in the Year 3 workplace in the local language(s) and with pictograms. YEAR 3: You and your members provide and pay for personal protective equipment (PPE) for all workers who perform hazardous work. You make sure that the PPE is used and that Year 3 replacement equipment is ordered and distributed when the existing equipment wears out. YEAR 3: You and your members ensure that workers nominate a representative who knows about health and safety issues and who will raise workers' concerns on health and safety issues Year 3 with the organization's management. YEAR 3: You and your members improve health and safety conditions by: • putting up warning signs that identify risk areas and potential hazards in local languages and including pictograms if possible; • providing information to workers about safety instructions and procedures including accident prevention and response; • putting safety devices on all hazardous machinery and equipment and protective guards over moving parts;

Sertifisering	Kriterier
	• providing safety equipment to all workers who perform hazardous tasks and instructing and monitoring workers on its proper use; • storing equipment safely for chemical spraying. <u>Kilde (s. 47–49)</u>
	 MUST year 1 – A written Health and Safety policy exists, which is made known to the workers. MUST year 1 or 2 – A risk analysis of health and safety hazards is regularly done (Medium Entity: Year 2, Large Entity: Year 1) MUST year 1 – Risk areas and potential hazards are clearly identified with signs in the local language and / or pictorially. MUST year 1 – Workers and management are informed and adequately trained on occupational health and safety risk management (as appropriate for their duties). Trainings are regular and recorded, and are repeated for all new or reassigned workers and management. MUST year 1, 2 or 4 (depending on size) – Any workers carrying out high-risk activities (fork lift, chemical handling, and hazardous machinery) have undergone adequate and, documented training, including in the effective use of Personal Protection Equipments – PPE (see SOC-43). Training is performed at least once a year, and renewed as required (Small Entity: Year 4, Medium Entity: Year 2, Large Entity: Year 1) MUST year 1 – Workers who carry out or have carried out activities identified to be dangerous or with high health risks (see guidance) are eligible to annual health examinations paid for by the employer. Workers are informed privately of the examination results and are assigned to other activities if they are unfit for present duties. KO – Pregnant women, nursing mothers and young persons are excluded from potentially hazardous work including handling of chemicals. They are offered alternative work. MUST year 2 or 4 (depending on size) – An assigned person is trained as a safety officer with sufficient qualification and management powers (Medium Entity: Year 4, Large Entity: Year 2) MUST year 1 – Machinery and equipment (including electrical equipment & worker transportation provided by the employer) are maintained to be safe, in order to avoid any accidents (see guidance). MUST year 1 or 2 (depending on size) – Workers are duly protected from any identified risk factors. Personal Protection Equipments – PPEs (or special work clothes and gears, as applicable) are provided to the workers (as appropriate to the tasks, and for all critical / hazardous work). Such equipments are used consistently (Small Entity: Year 2, Medium Entity: Year 1)

Sertifisering	Kriterier
	MUST year 4 or bonus (depending on size) – In cases where it is necessary for workers to change their clothing when commencing or ceasing work, private changing rooms or other locked facilities for the changing and storage of clothing are provided and properly maintained (Medium Entity: Bonus, Large Entity: Year 4) MUST year 2 – If workers handle toxic substances, separate changing areas and washing facilities are available; clothes/gloves worn during application / handling of toxic substances are not taken home for washing. MUST year 1 – If chemicals are used, there are stored in separate, welllocked and clearly identified storage areas, with restricted access. MUST year 1, 3 or bonus (depending on size) – Light, temperature and ventilation conditions in indoor workplaces and buildings are adequate (see Guidance) (Small Entity: BONUS Medium Entity: Year 3 Large Entity: Year 1) MUST year 1 – Access to safe drinking water is provided, free of charge. MUST year 1, 2 or 4 (depending on size) – Free, unrestricted access to clean toilet facilities, in adequate numbers (as required by law – see guidance 1), ideally separated by gender (see guidance 2) is provided. This applies to all workers in buildings. For farm workers, adequate solutions must be found, depending on local constraints, available means and resources (Small Entity: Year 4 Medium Entity: Year 2 Large Entity: Year 1) MUST year 4 – Clean and adequate facilities for the workers to consume food of their choice OR fairly priced canteen are provided. MUST year 2 – If food is provided (or organized) by the employer, it shall be ensured that it is healthy and safe for the workers, with adequate monitoring by the management. MUST year 1 or 3 (depending on size) – If accommodation for workers is provided, it is adequate, clean and safe according to local standards (see Guidance), at reasonable costs (Small Entity: Year 3 Medium Entity, Large Entity: Year 1) MUST year 1 – There is a fire protection system in place, appropriate to the size and the nature of the activity (see Guidance) MUST year 1 – Emergency procedures are in place and known by workers (e.g. written / signposted instructions). MUST year 1 – Small Entities operating in a high-risk context define emergency procedures which are known by all staff (even if not written). MUST year 1, 3 or 4 (depending on size) – Emergency exits are unobstructed and clearly identified; door can be opened from the inside at any time by any worker. Sufficient for quick and safe evacuation in an emergency (Small Entity: Year 4 Medium Entity: Year 3 Large Entity: Year 1) MUST year 1 or 3 (depending on size) – Adequately stocked first aid equipment, with clear instructions for use (or at least one worker knowing how to use it is always present). Natural / herbal remedies that are known to work are accepted. Emergency medical care (as relevant for potential accidents) is available on site or close to workplace (Small Entity: Year 3 Medium Entity, Large Entity: Year 1)

Sertifisering	Kriterier
	MUST year 2, 3 or 4 (depending on size) – Well-trained first aid staff appointed and always present during working hours (Small Entity: Year 4 Medium Entity: Year 3 Large Entity: Year 2) MUST year 1 – There are no excessive accidents or work-related health problems that are disproportional to the activity. When an accident occurs, appropriate risk reduction is in place and improvements are implemented. MUST year 2 – Accidents at work and work related sicknesses are recorded and adequately followed-up. MUST year 1 or 4 (depending on size) – In cases of work-related accidents / illnesses the associated costs are covered (see guidance). The days lost due to a work-related accident / illness cannot be deducted from annual paid leaves. See also SOC-78 for disability insurance and SOC-80 for health insurance (Large entity: Year 1 Medium entity: Year 4) KO= «If not met, these criteria jeopardize the certificate with immediate effect» MUST= “If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4” BONUS= “These criteria are optional but enable the Operation to achieve better performance” <u>Kilde (s. 30–33)</u>
 	 5.6.1 Management conducts an analysis of occupational health and safety risks within the certification scope with the support of staff or external experts with appropriate technical expertise. Relevant measures are stipulated in the management plan and implemented, considering at least the following: • Risk analysis • Compliance with regulations • Training of workers • Procedures and equipment to ensure health and safety, including drinking water. Frequency and type of occupational health and safety incidents are recorded (specified for men and women) and include incidents related to agrochemical use. For groups of small farms this is done for their own facilities. ILO Occupational Safety and Health Convention, 1981 (No. 155) ILO Safety and Health in Agriculture Convention, 2001 (No. 184)

Sertifisering	Kriterier
	5.6.2 First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital. The boxes are placed at the central locations of production, processing, and maintenance sites. Appropriate measures in case of emergency, including showers and eyewashes, are present at the relevant locations. Trained first aid employees are present during working hours. The workers are informed where and to who they should go to for first aid in case of an emergency. 5.6.3 Group members and workers know where to go in case of an emergency. 5.6.4 Workers have access to sufficient and safe drinking water at all times through one of the following means: • A public drinking water system, or • Drinking water provided by the management that is tested at least once every three years, or more frequently, if the risk analysis as part of requirement 5.6.1 identifies risk. Management maintains drinking water sources, distribution systems and containers to prevent contamination. Drinking water stored in jars or containers is protected against contamination by a lid and is replaced by fresh drinking water at least every 24 hours. 5.6.5 For small farms, in case of no access to safe drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating, and on the prevention of water contamination. 5.6.6 Workers always have access to safe and sufficient drinking water. 5.6.7 Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and workers' housing. Facilities are divided by gender in the case of 10 or more workers. Urinals are separated from toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed. 5.6.8 Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community. 5.6.9 Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.

Sertifisering	Kriterier
	5.6.10 All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use. 5.6.11 Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, unborn child's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. No pregnancy tests are requested. 5.6.12 Workers may leave situations with imminent danger without seeking employer's permission and without being penalized. 5.6.13 Workshops, storage areas, and processing facilities are safe, clean, with sufficient light and ventilation. A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure. There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment. Only authorized personnel have access to workshops, storage, or processing facilities. 5.6.14 Workers in workshops, storage areas and processing facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can have their meal protected from sun and rain. 5.6.15 Workers receive basic training on occupational health, safety, and hygiene and related instructions are visibly displayed at central locations. 5.6.16 Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination. 5.6.17 L1 An Occupational Health and Safety (OHS) committee is chosen by workers for farms/group management with 20 or more workers, reflecting the composition of the workforce. The committee participates in or carries out regular OHS reviews, and its findings and decisions are considered in the updating and implementation of the findings of the health and safety risk analysis. 5.6.18 L2 Workers who cannot carry out their job because of temporary health conditions, including but not limited to pregnancy, nursing, or physical disabilities, are temporarily reassigned to a different task without a penalty or a decrease in remuneration. <u>Kilde (s. 74–77)</u>

Sertifisering	Kriterier
	 A safe and hygienic work environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. <u>Kilde (s. 9)</u>
	 All applicable local and national health and safety and labor laws effective in the country of manufacture, and a maximum 60-hour workweek including overtime*. Each final assembly factory manufacturing the certified product: • must have a structured health and safety management system in place, that is independently certified to ISO 45001. Proof of health and safety management system conformity: The applicant must upload a valid ISO 45001 certificate to TCO Certified Portal. The certificate must be issued by a certification body that is accredited to issue the certification. Factories that do not yet have a certified health and safety management system according to ISO 45001, may apply to TCO Development for an extended time period of up to 24 months to complete certification by annually submitting an extension application on the status of the certification. <u>Kilde (s. 23, 24, 45)</u>
	 The Organization* shall implement health and safety practices to protect workers* from occupational safety and health hazards. These practices shall, proportionate to scale, intensity and risk* of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work. The Organization* shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the management plan* and all management activities. <u>Kilde (s. 13)</u> <u>Egen veileder for ILO konvensjonene</u>

Sertifisering	Kriterier
	The Entity shall: * Implement a documented OH&S Management System applicable to all Workers and visitors that includes the following components: • Organizational context • Leadership & worker participation • Planning • Support • Operation • Performance evaluation • Improvement. * Review the OH&S Management System at least every 5 years. * Review the OH&S Management System after any changes to the Business that alter Material OH&S risk(s). * Review the OH&S Management System on any indication of a control gap. * Publicly disclose the effectiveness of the OH&S Management System on an annual basis, including: • Leading and lagging indicators • Comparative analyses of performance with peer Businesses and leading practice The Entity shall provide Workers with a mechanism, such as a joint health and safety committee, by which they can raise, discuss and participate in the resolution of Occupational Health and Safety issues with management. This criterion applies to all Facilities. <u>Kilde (s. 32)</u>

7. Lønn

Sertifisering	Kriterier
	 YEAR 0: You and your members set salaries for workers according to CBA regulations where they exist or at regional average wages or at official minimum wages for similar occupations whichever is the highest. You specify wages for all employee functions and employment terms, such as piecework. YEAR 0: For work based on production, quotas and piecework, during normal working hours, you and your members pay the proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate is available for all workers and worker organizations. For pay based on piecework, you and your members make the method of calculation transparent and accessible to the worker. You and your members do not use production, quotas and piecework employment as a means to avoid time-bound contracts. You and your members make payments to workers at regularly scheduled intervals and document the payments with a pay slip containing all necessary information. Payments are made in legal tender. Only if the worker explicitly agrees may you make the payment in kind. YEAR 3: You and your members gradually increase salaries above the regional average and the official minimum wage. YEAR 6: You and your members set maternity leave, social security provisions and non-mandatory benefits according to national laws or according to CBA regulations where they exist, or according to the agreement signed between the workers' organization and the employer, whichever is the most favourable for the worker. Year 6: You and your members give local, migrant, seasonal and permanent workers the same benefits and employment conditions for the same work performed. In cases where equivalent benefits, such as a pension scheme or social security, cannot be made available to a set of workers, e.g. migrant or temporary/seasonal workers, your organization provides an alternative and equivalent benefit through other means. <u>Kilde (s. 44–46)</u> > Levelønn er med i ordningen

Sertifisering	Kriterier
	MUST year 1 – The wages paid to ALL workers for normal working hours are equal to or higher than the official minimum wages or regulations of any applicable Collective Bargaining Agreements, whichever is higher. This principle is also respected and applied for work paid by task. MUST year 3 or Bonus – The employer can demonstrate that the wages (including existing social benefits, in-kind benefits and contractual bonuses) paid to ALL workers for normal working hours are equal to or above living wages (see guidance). Otherwise, the employer shall provide a plan to progressively reach the living wage and apply this plan. A timeframe will be set depending on the available resources and means at the employer level. If no benchmark is available and it would be too complex to calculate the living wage, the employer shall prove that particularly good, participatory and inclusive wages agreements have been made, and this is confirmed by the workers. Best practice for the employer is to calculate wages in both local currency and hard currency (USD, EU, etc.). (Small Entity: BONUS Medium Entity, Large Entity: Year 3) MUST year 2 – Training sessions, time lost due to machine stoppage and other events beyond the control of the worker (such as adverse weather conditions) are paid at the normal daily rate for permanent workers. MUST year 2 – If accommodation or other in-kind remuneration is offered, workers can freely choose the type of remuneration preferred (e.g. cash instead of housing). MUST year 1 – Deductions for housing are in line with the generally prevailing local prices. MUST year 1 – Payments are done regularly (at least monthly) and paid at a fixed schedule. They are done directly to the worker (e.g. to a woman worker and not to her husband) or to his / her authorised recipient of payment. MUST year 2, 3 or 4 (depending on size) – For each payment, workers receive documentation (e.g. payment slips) containing particulars of wages (actual earnings as well as any deductions and contributions to social benefits) in an understandable manner. For Small Entities, this can take the form of a record of payments (Small Entity: Year 4 Medium Entity: Year 3 Large Entity: Year 2) MUST= “If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4” BONUS= “These criteria are optional but enable the Operation to achieve better performance” <u>Kilde (s. 34–35)</u> > Levelønn er med i ordningen

Sertifisering	Kriterier
 	 1.2.6 An up-to-date list of permanent and temporary workers is kept, containing for each worker: • Full name • Gender • Year of birth • Start and end date(s) of employment • Wages For temporary workers, only the number of workers is required. 5.3.3 Workers receive at least the applicable minimum wage, or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production quota or piece work, the payment must be at least the minimum wage, based on a 48-hour working week or national legal working hours limit, whichever is lower. 5.3.5 Deductions from wages such as for social security are permitted only if provided by applicable law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Employer carries out these remittances fully and timely. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by applicable law. In-kind benefits must be in accordance with applicable law; however, they cannot exceed 30% of the total remuneration. ILO Protection of Wages Recommendation, 1949 (No. 85) 5.3.6 Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, and at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided with proof of payment (physical or electronic) for each payment containing this information. ILO Protection of Wages Convention, 1949 (No. 95) 5.3.8 Work of equal value is remunerated with equal pay without discrimination e.g., on gender or type of worker, ethnicity, age, colour, religion, political opinion, nationality, social origin or others. ILO Equal Remuneration Convention, 1951 (No. 100) 5.3.10 If labor providers are used, the producer records the name, contact details and official registration number (if available). The labor provider is: • Not engaged in fraudulent or coercive recruiting practices. • Compliant with applicable worker related requirements 5.3 and 5.5 of this standard. All recruitment fees are paid by the farm, not by workers. ILO Private Employment Agencies Convention, 1997 (No. 181)

Sertifisering	Kriterier
	5.4.1 The total remuneration (wages plus monetary and in-kind benefits) for all types of workers* is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). Management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages. *excluding workers on small farms <i>Indicators:</i> • # and % of workers (per gender) whose wage plus in-kind-benefits are below Living Wage benchmark provided by the Rainforest Alliance • Average size of Living Wage gap (% of LW) • Average size of Living Wage gap for men (% of LW) and women (% of LW) 5.4.2 If the total remuneration is below the applied benchmark for any type of worker, management implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. 5.4.3 In case a supply chain certificate holder contributes (directly through a financial investment or through another type of investment) to raising wages towards the level of a Living Wage or beyond, the management and the supply chain certificate holder agree in writing on: • The modalities of the contribution • The timeline of the wage improvement plan (5.4.2) for the period for which the contribution is made The management keeps records on the progress of the implementation of the wage improvement plan <u>Kilde (s. 67–73)</u> > Levelønn er med i ordningen
	 • Collection operation ensures long-term fair prices are being paid to collectors by requiring transparent cost calculations, involving collectors in pricing decisions, keeping trade chains short and ensuring timely payment of collectors. • As soon as any FairWild Premium is received, it is administered transparently in a premium fund and decisions on use of the fund are taken in an accountable way by the collectors' organisation, collectors' representative committee or an assigned mixed stakeholder FairWild premium board. • The buyer of wild-collected products pays fair prices and a FairWild Premium to support social development of the collectors' communities. <u>Kilde (s. 5–6)</u>

Sertifisering	Kriterier
	 - The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: - ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. <u>Kilde (s. 25)</u>
	 The Organization* shall uphold* the principles and rights at work as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998) based on the eight ILO Core Labour Conventions. The Organization* shall pay wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements or living wages*, where these are higher than the legal minimum wages. When none of these exist, The Organization shall through engagement* with workers* develop mechanisms for determining living wages. <u>Kilde (s. 13)</u> <u>Egen veileder for ILO konvensjonene</u>
	 - The Entity shall: - Ensure Workers have a written description of terms and conditions of employment in a language and format they understand. - Respect the rights of Workers to a living wage and ensure that wages paid for a normal working week shall always meet at least a legal or industry minimum standard and shall be sufficient to meet the basic needs of Workers and to provide some discretionary income. - Pay a premium of at least the equivalent of 25% for work that exceeds 40 hours per week, except in situations of a collective agreement, salaried Workers or extended work shifts where work hours are averaged over a certain period. - Make wage payments that are timely, in legal currency and fully documented. This criterion applies to all Facilities. <u>Kilde (s. 31)</u>

8. Arbeidstid

Sertifisering	Kriterier
	 This section (Freedom of association and collective bargaining) is only applicable to you if you or your members employ more than 10 workers working for more than 30 hours per week that are present for one month or more during a year or equivalent. YEAR 0: For work based on production, quotas and piecework, during normal working hours, you and your members pay the proportionate minimum wage or the relevant industry average, whichever is higher. Information about this pay rate is available for all workers and worker organizations. For pay based on piecework, you and your members make the method of calculation transparent and accessible to the worker. You and your members do not use production, quotas and piecework employment as a means to avoid time-bound contracts. <u>Kilde (s. 44)</u>
	 MUST year 1 – Weekly working hours are, as a rule, in line with national labour legislation or any Collective Bargaining Agreement. Usual weekly working hours do not exceed 48 hours. MUST year 2 – The working hours and overtime are duly registered. MUST year 1 – Overtime is voluntary, it is not required regularly, and it is at least paid as extra time or time compensated. In all cases, legally required premium rates are applied. MUST year 1 – Maximum working hours per week do not exceed 60 hours / week (including overtime). This normally also applies during peak periods, unless a specific exemption has been granted (see guidance). MUST year 1 – One rest day (24 hours) in every 7-day period is agreed and guaranteed. Adequate rest breaks during the day are agreed and guaranteed. This normally applies in all circumstances, unless specific exemption has been granted (see guidance). MUST year 1 – Working time on: • Sundays (or equivalent weekly rest day) • Statutory holidays • At night are remunerated at legally required premium rate. If such hours are time-compensated the respective premium rate is applied.

Sertifisering	Kriterier
	MUST year 1 – If work is frequently done at night, adequate protection measures are in place to ensure that the night workers safety is guaranteed (particularly for women, and including during transportation to and from workplaces). See Guidance. MUST year 1 – All entities: National regulations / CBA's regulations related to annual paid leaves are respected or exceeded. Medium and Large entities: At least 10 days of annual leaves per year are granted to permanent workers. MUST year 1 – Workers have the right to spend statutory holidays off work and receive their normal daily wages if holiday is on a regular working day. MUST= "If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4" <u>Kilde (s. 37–39)</u>
 	 1.2.5 Up-to-date records of permanent and temporary workers are kept, containing, for each worker: • Full name • Gender • Year of birth • Start and end date(s) of employment • Wages For workers for whom housing is provided, the records additionally contain: • Housing address • Number of family members • Year of birth of family members For children conducting light work (12–14 years) and young workers (15–17 years), the records additionally contain: • Housing address • Name and address of parent(s) or legal guardian(s) • School registration (if applicable) • Type of work or tasks • The number of working hours per day and per week

Sertifisering	Kriterier
	5.3.1 Permanent and temporary workers who are employed for three consecutive months or more have a written employment contract signed by both parties. Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place. The employer keeps records of verbal contracts. All contracts include at least: • Job duties • Location of the job • Working hours • Pay rate and/or method of calculation • Overtime pay rate • Frequency or schedule of payment • Deductions, benefits provided such as in-kind benefits • Paid leave • Medical leave and protections in case of illness, disability or accident • Notice period for contract termination, if applicable All workers understand the content of their employment contracts prior to the start of employment and can request a copy at any time. 5.5.1 Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed 60 hours per week or applicable regulations, whichever is stricter. ILO, Hours of Work (Industry) Convention, 1919 (No. 1). ILO, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30). 5.5.2 Overtime work is voluntary and only pe * It is requested in a timely manner. * It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level .

Sertifisering	Kriterier
	* The overtime work does not impose an increased health and safety risk. Incident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours. * Workers have safe transport home after work* * The total working week does not exceed 60 hours per week. Exceptional circumstances: see h * Workers have at least a 30-minute break after maximum six consecutive hours of work and have a minimum of 10 consecutive hours of rest per 24 hour-period g A record of the number of regular hours and overtime hours of each worker is kept* * Applicable only to specific activities that must be completed within a short window of up to 6 weeks to prevent loss of harvest, including, but not limited to, sowing, planting, harvesting and processing of fresh produce: for a maximum period of 12 weeks per year, the overtime may be up to 24 hours total per week, and workers may work a maximum of 21 consecutive days. *In groups of small farms this is not applicable to group member workers ILO, Hours of Work (Industry) Convention, 1919 (No. 1) ILO, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) ILO Code of Practice on Safety and Health in Agriculture, 2010 International Labor Conference, 107th Session, General Study concerning instruments on working time, 2018 5.5.3 Permanent workers are entitled to paid parental leave, rights and benefits in accordance with applicable law. In absence of such law, workers receive paid maternity leave of at least 12 weeks, of which at least six weeks are taken after birth. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages. Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and an appropriate space for breastfeeding to nurture the child. ILO Maternity Protection Convention, 1952 (No. 183) <u>Kilde (s. 72–73)</u>

Sertifisering		Kriterier
		The wild-collection operation respects basic human values and fundamental rights at work of all workers. The wild-collection operation acts as a socially responsible employer and provides good employment conditions. <u>Kilde (s. 5)</u>
		The brand owner must have a public code of conduct for the manufacture of certified products, that is considered consistent with the following: • ILO's eight core conventions: 29, 87*, 98*, 100, 105, 111, 138 and 182. • The UN Convention on the Rights of the Child, Article 32. • All applicable local and national health and safety and labor laws effective in the country of manufacture, and a maximum 60-hour workweek including overtime*. To monitor continued conformity during an agreed period of time, when considered necessary the factory will be required to submit workweek data to TCO Development using a workweek data template. For factories up to 15000 employees the tolerance for excessive working hours per week in TCO Certified is up to 2% of the total workforce working between 60 and 72 hours per week for minor, 2–15% for major and over 15% for priority. Any working hours above 72 hours per week is considered a priority. <u>Kilde (s. 22, 24)</u>
		• Ikke dekket <u>Egen veileder for ILO konvensjonene</u>
		• The Entity shall: • Comply with Applicable Law and industry standards on Working Time (including Overtime working hours), public holidays and paid annual leave. • Ensure Workers have, at a minimum, an average of one day off per seven-day period. • Ensure the workday does not exceed 8 hours on average over a six-month period. This criterion applies to all Facilities. <u>Kilde (s. 31)</u>

9. Regulære ansettelser

Sertifisering	Kriterier
	 YEAR 0: If you or your members employ migrant or seasonal workers through a contracting agency or person, you put effective measures in place to ensure that their hiring and working conditions also comply with this Standard. YEAR 1: You and your members ensure that all permanent workers have a legally binding contract and are aware of their rights and duties, responsibilities, salaries, and work schedules as part of the legal labour contract. You ensure that workers have a signed copy of their employment contract and that they understand the content by providing it in a format and language they understand. YEAR 3: Where possible you and your members assign all regular work to permanent workers. <u>Kilde (s. 45–46)</u>
	 MUST year 1 – If no written contracts are available yet (as detailed in SOC-63), all workers are aware of their employment conditions (job position, wage, benefits if any, working times, leave entitlement, housing, or any other applicable conditions). Such conditions have been verbally agreed upon. MUST year 1, 2 or bonus (depending on size) – Written contracts / agreements on employment conditions (job position, wage, wage deductions if any, applicable social benefits, working times, leave entitlement, housing, or any other applicable conditions) are available for all permanent workers and for temporary workers who work for the employer more than 3 months / year consecutively (Small Entity: BONUS Medium Entity: Year 2 Large Entity: Year 1) MUST year 1 – The employer has a complete register of ALL workers employed or contracted. MUST year 1 – All workers who work for more than 2 months per year are legally registered if required by law. <u>Kilde (s. 33–34)</u> MUST year 4 – There are no substantial differences with regards to wages and working conditions (particularly health and safety issues) between permanent and “regular temporary workers” for work of equal value. MUST year 2 or 3 (depending on size) – If there are substantial differences between permanent and “regular temporary workers”, a plan for gradual improvement is in place and followed (Small Entity: Year 3 Medium Entity, Large Entity: Year 2)

Sertifisering	Kriterier
	MUST year 3 – “Regular temporary workers” are employed with the same core benefits as permanent workers: such as regular work guaranteed, social security payments, sick-days / paid leave entitlements and others; may be salaried or paid on daily wage. MUST year 1 – There is no indication that the employer seeks to avoid providing regular employment and fails to meet his legal obligations (for example, payment of social security) by relying on continuous time-limited contracts, subcontracting, working from home, or apprenticeships. MUST year 1 – Sub-contracting of labour is not used as the first option for hiring workers. When used, the employer can demonstrate that it is done on a limited, justifiable and responsible basis, and that it is not a means of avoiding legal obligations. When some workers are hired through labour contractors: – working conditions of workers employed through the labour contractor are basically the same as for directly contracted workers for similar tasks; - there are clear agreements on working conditions between the employer and the labour contractor. MUST year 4 – When some workers are hired through labour contractors, a plan for reducing this practice has been elaborated and is implemented OR the system of selection / supervision of these subcontractors is well-functioning (see guidance). In all cases, no more than 30% of the total workforce is hired through labour contractors. MUST year 1 – When migrant workers are recruited, there is a prior written agreement that specifies the terms of employment (see SOC-63) as well as: • duration of employment • quality and cost of housing to be provided • food costs • trip expenses (including visa, if relevant) and safety • terms of repatriation should the recruited worker become unfit to work for reasons which may not be ascribed to him/her • implication of breach of contract by either party The agreement is written in a manner understandable to the worker MUST= “If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4” BONUS= “These criteria are optional but enable the Operation to achieve better performance” <u>Kilde (s. 39–40)</u>

Sertifisering	Kriterier
	 5.3.1 Permanent and temporary workers who are employed for three consecutive months or longer have a written employment contract signed by both parties. Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place. The employer keeps records of verbal contracts. All contracts include at least: • Job duties • Location of the job • Working hours • Pay rate and/or method of calculation • Overtime pay rate • Frequency or schedule of payment • Deductions, benefits provided such as in-kind benefits • Paid leave • Medical leave and protections in case of illness, disability or accident • Notice period (if any) for contract termination All workers understand the content of their employment contracts prior to the start of employment and can request a copy at any time. <u>Kilde (s. 67)</u>
	 • The wild-collection operation respects basic human values and fundamental rights at work of all workers. • The wild-collection operation acts as a socially responsible employer and provides good employment conditions. <u>Kilde (s. 5)</u>

Sertifisering	Kriterier
	 Ikke dekket
	 Ikke dekket
	 - The Entity shall: - Ensure Workers have a written description of terms and conditions of employment in a language and format they understand. - Respect the rights of Workers to a living wage and ensure that wages paid for a normal working week shall always meet at least a legal or industry minimum standard and shall be sufficient to meet the basic needs of Workers and to provide some discretionary income. - Pay a premium of at least the equivalent of 25% for work that exceeds 40 hours per week, except in situations of a collective agreement, salaried Workers or extended work shifts where work hours are averaged over a certain period. - Make wage payments that are timely, in legal currency and fully documented.

10. Marginaliserte befolkningsgrupper

Sertifisering		Kriterier
		Year 0: If there are indications of conflicts of your members' legal and legitimate right to land, water use and land tenure, they are resolved responsibly and transparently before certification can be granted. In cases where land claims and disputes are on-going, there is evidence that a legal resolution process is active and is carried out by legal authorities in your country. Guidance: This requirement is based on ILO Convention C169 (Indigenous and Tribal Peoples Convention), Part II and the "Voluntary Guidelines on the Responsible Governance of Tenure" as defined by the Committee on World Food Security-Food and Agricultural Organization (CFS-FA O) in May 2012 and the United Nations declaration on the rights of peasants and other people working in rural areas. <u>Kilde (s. 12)</u>
		MUST year 0 – The Producer operation fulfils at least one of the 3 below conditions: • it already sources fair trade products from Smallholders present in its area or plans to source from them within 3 years; or • it is involved in specific development projects for Smallholders present in his area (including through technical & organizational support); or • it proves truly exceptional social commitment, empowerment projects and outreach to particularly marginalized groups. MUST year 1 – Fair Trade Policy that defined meaningful Fair Trade beneficiaries (e.g. surrounding marginalized communities). MUST year 1 – The Operation holds valid, legal and undisputed land use and tenure rights (including resource use rights such as water use, see guidance). • From 1st June 2020 onwards, before undertaking operations on land legally or customarily owned and/or used by indigenous peoples and/or local communities, a binding agreement, including compensation modalities, shall be concluded with the parties through a transparent, accessible and documented Free Prior Informed Consent (FPIC) process. At least one relevant third party organization (non-governmental and non-profit) shall be included in the process. • In any case, if there are any disputes, they are documented and handled responsibly. If compensation measures are MUST year 1 – The Operation's overall activities and efforts in the local community are in line with sustainable principles, and do not have a negative impact on local / indigenous communities, on the environment or on local sustainable development (lobbying for weaker environmental legislation, promotion of unsustainable practices, etc.).

Sertifisering	Kriterier
	MUST year 1 – Margins applied on Fair Trade products are sufficient in order to ensure the viability of the supply-chain, and reflect ethical business practices: • If they are substantially higher or lower (+/- 10%) than those applied to comparable non-Fair Trade products, a justification will be required; • No dumping prices are applied • “The intent of this criteria is that Operations shall trade with respect of the social, economic, and environmental wellbeing of the beneficiaries (generally marginalized workers/producers) and shall not maximise profit at their expenses. It also aims at avoiding unethical business practices, and unfair competition» MUST year 1 – In practice, there are no obstacles to the participation and membership of disadvantaged groups (minority groups and economically disadvantaged groups) within the Producer operation. They are not excluded, even if not present. MUST year 4 – If some disadvantaged groups have been identified within the Producer operation, appropriate programs are set up to improve their social and economic position, and to facilitate their participation and representation within decision-making bodies. <u>(Kilde s. 78)</u> MUST= “If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4” <u>Kilde (s. 15, 20, 59, 60, 74, 78)</u>
 	 5.8.1 Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 5 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex. ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) 5.8.2 The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights. If indigenous peoples and/or local communities, current or former local residents, or other stakeholders validly dispute the right to use the land (for example in cases of past dispossession, forced abandonment or illegal action), the certificate holder may demonstrate that they have legitimate right to use the land if: * A conflict resolution and remediation process has been documented, implemented and accepted by the affected parties. * In the case of past illegal action, these affected parties include relevant authorities.

Sertifisering	Kriterier
	* If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with Annex chapter 5: Social and Guidance T: Free, Prior and Informed Consent (FPIC) Process to attain the required conflict resolution and remediation. <u>Kilde (s. 81)</u>
	Local communities' and indigenous peoples' customary rights to use and manage collection areas and wild-collected target resources shall be recognised, respected and protected. - Local communities and indigenous people with legal or customary tenure or use rights maintain control, to the extent necessary to protect their rights, traditional knowledge or resources, over collection operations. - Agreements with local communities and indigenous people are based on appropriate and adequate knowledge of target resource tenure, access rights, management requirements and resource value. The agreements ensure a fair and equitable sharing of benefits for all parties involved. <u>Kilde (s. 4)</u>
	Ikke dekket
	- The Organization* shall identify and uphold* Indigenous Peoples* legal and customary rights* of ownership, use and management of land, territories and resources affected by management activities. - The Organization* shall identify the Indigenous Peoples* that exist within the Management Unit* or are affected by management activities. The Organization shall then, through engagement* with these Indigenous Peoples, identify their rights of tenure*, their rights of access to and use of forest resources and ecosystem services*, their customary rights* and legal rights and obligations, that apply within the Management Unit. The Organization shall also identify areas where these rights are contested. - The Organization* shall recognize and uphold* the legal and customary rights* of Indigenous Peoples* to maintain control over management activities within or related to the Management Unit* to the extent necessary to protect their rights, resources and lands and territories. Delegation by Indigenous Peoples of control over management activities to third parties requires Free, Prior and Informed Consent*.

Sertifisering	Kriterier
	• In the event of delegation of control over management activities, a binding agreement between The Organization* and the Indigenous Peoples* shall be concluded through Free, Prior and Informed Consent*. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by Indigenous Peoples of The Organization's compliance with its terms and conditions. • The Organization* shall recognize and uphold* the rights, customs and culture of Indigenous Peoples* as defined in the United Nations Declaration on the Rights of Indigenous Peoples (2007) and ILO Convention 169 (1989). • The Organization*, through engagement* with Indigenous Peoples*, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance and for which these Indigenous Peoples hold legal or customary rights*. These sites shall be recognized by The Organization and their management, and/or protection shall be agreed through engagement with these Indigenous Peoples. • The Organization* shall uphold* the right of Indigenous Peoples* to protect and utilize their traditional knowledge and shall compensate Indigenous Peoples for the utilization of such knowledge and their intellectual property*. A binding agreement as per Criterion 3.3 shall be concluded between The Organization and the Indigenous Peoples for such utilization through Free, Prior and Informed Consent* before utilization takes place and shall be consistent with the protection of intellectual property rights. • The Organization* shall identify the local communities* that exist within the Management Unit* and those that are affected by management activities. The Organization shall then, through engagement* with these local communities*, identify their rights of tenure*, their rights of access to and use of forest resources and ecosystem services*, their customary rights* and legal rights and obligations, that apply within the Management Unit. • The Organization* shall recognize and uphold* the legal and customary rights* of local communities* to maintain control over management activities within or related to the Management Unit* to the extent necessary to protect their rights, resources, lands and territories. Delegation by traditional peoples* of control over management activities to third parties requires Free, Prior and Informed Consent*. • In the event of delegation of control over management activities, a binding agreement between The Organization* and the traditional peoples* shall be concluded through Free, Prior and Informed Consent*. The agreement shall define its duration, provisions for renegotiation, renewal, termination, economic conditions and other terms and conditions. The agreement shall make provision for monitoring by traditional peoples of The Organization's compliance with its terms and conditions. • The Organization* shall provide reasonable* opportunities for employment, training and other services to local communities*, contractors and suppliers proportionate to scale and intensity of its management activities. • The Organization* shall implement additional activities, through engagement* with local communities*, that contribute to their social and economic development, proportionate to the scale, intensity and socio-economic impact of its management activities.

Sertifisering	Kriterier
	• The Organization*, through engagement* with local communities*, shall take action to identify, avoid and mitigate significant negative social, environmental and economic impacts of its management activities on affected communities. The action taken shall be proportionate to the scale, intensity and risk* of those activities and negative impacts. • The Organization*, through engagement* with local communities*, shall have mechanisms for resolving grievances and providing fair compensation to local communities and individuals with regard to the impacts of management activities of The Organization. • The Organization*, through engagement* with local communities*, shall identify sites which are of special cultural, ecological, economic, religious or spiritual significance, and for which these local communities hold legal or customary rights*. These sites shall be recognized by The Organization, and their management and/or protection shall be agreed through engagement with these local communities. • The Organization* shall uphold* the right of traditional peoples* to protect and utilize their traditional knowledge and shall compensate them for the utilization of such knowledge and their intellectual property. A binding agreement as per Criterion 3.3 shall be concluded between The Organization and the traditional peoples for such utilization through Free, Prior and Informed Consent* before utilization takes place, and shall be consistent with the protection of intellectual property rights <u>Kilde (s. 14, 15)</u>
	 • The Entity shall: • Identify Protected Areas within its Area of Influence. • Comply with any regulations, covenants, and legal requirements attributed to these Protected Areas. • Implement management plans, developed in collaboration with the relevant Protected Area management authorities and, where possible, with the participation of Affected Populations and Organisations, to ensure the Entity's activities and Facilities do not adversely impact the integrity of the special values for which the areas identified in 8.6a were designated for protection and/or the declarations of Indigenous Peoples. • Publicly disclose the management plans in a manner accessible and understood by Affected Populations and Organisations. • Where engaged in Bauxite Mining: • Not explore or mine in the Protected Areas identified in 8.6a unless all the following exceptional conditions are satisfied: An independent third-party assessment is conducted by an external Qualified Specialist(s), shared with Affected Populations and Organisations, publicly disclosed and updated as required, that addresses the presence of, and potential impacts on the values of, Protected Areas.

Sertifisering	Kriterier
	• The Entity commits to conduct the Bauxite Mining in the Protected Area in accordance with the ASI Standards, notably on environmental protection, as well as in accordance with any recommendations provided by the external Qualified Specialist(s). • Where Indigenous Peoples exist, they have given their Free, Prior and Informed Consent. • The Entity shall: * Implement Policies and processes that ensure respect for the rights and interests of Indigenous Peoples, consistent with international standards, including ILO Convention 169 and UN Declaration on the Rights of Indigenous Peoples. * Develop and document a process for identifying Indigenous Peoples based on their linguistic, social, governance and resource-linked characteristics rather than state recognition. * Demonstrate internal capacity (personnel, resources) to implement the process through evidence-based analysis that includes meaningful stakeholder engagement. * Review the Policies and processes at least every 5 years. * Review the Policies and processes after any changes to the Business that alter risks to the rights and interests of Indigenous Peoples. * Review the Policies and processes on any indication of a control gap. * Publicly disclose the latest versions of the Policies and processes. * Demonstrate internal capacity to map indigenous communities by their cultural characteristics, rather than legal designations, and to engage meaningfully. ASI – Aluminium Stewardship Initiative Ltd (ACN 606 661 125) 26 Performance Standard V3.1 – April 2023 www.aluminium-stewardship.org * Inform Indigenous Peoples of the relevant ASI Performance Standard requirements and the ASI Certification Audit process, including their involvement, in a manner that is accessible, timely and understandable. • The Entity shall Consult and cooperate in good faith with the Indigenous Peoples concerned through their own representative institutions in order to obtain their Free, Prior and Informed Consent (FPIC): * For New Projects or Major Changes to existing projects that may have Material impacts on the Indigenous Peoples associated culturally and living on the relevant lands within the Entity's Area of Influence, prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water, energy or other resources.

Sertifisering		Kriterier
		* Where engaged in Bauxit • Prior to commencing a new phase of operations affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources. • Prior to altering an existing Mine Rehabilitation and closure plan affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources. * Where FPIC is required in 9.4 a or b: Demonstrate that the consent is supported by the Indigenous Peoples community. This criterion applies to all Facilities where the presence of Indigenous Peoples or their lands, territories and resources is identified through an assessment that is rooted in meaningful stakeholder engagement. • The Entity shall: * In Consultation with and, where possible, with the participation of Affected Populations and Organisation, identify sacred or cultural heritage sites and values within the Entity's Area of ASI – Aluminium Stewardship Initiative Ltd (ACN 606 661 125) 27 Performance Standard V3.1 – April 2023 www.aluminium-stewardship.org Influence and take appropriate action to avoid or remedy impacts, as well as to ensure continued rights of access to such sites or values. * Where a project may significantly impact on cultural, historical or spiritual heritage that is essential to the identity of Indigenous Peoples, priority shall be given to the avoidance of such impacts. Where the impacts are unavoidable, the Entity shall obtain the Free, Prior and Informed Consent of Indigenous Peoples <u>Kilde (s. 23, 25, 26, 27)</u>



11. Miljø

Sertifisering	Kriterier
	 Har en omfattende del “3.2 Environmental Development» som dekker: • 3.2.1 Responsibility for environmental development (s. 23) • 3.2.2 Integrated pest management training (s. 23) • 3.2.8 Buffer zones for spraying hazardous materials by air (s. 25) • 3.2.9 Central storage of hazardous materials (s. 25) • 3.2.10 Members’ storage of hazardous materials (s. 25) • 3.2.11 Labelling hazardous materials (s. 25) • 3.2.12 Prevention and handling of accidents and spills (s. 26) • 3.2.13 Use of hazardous materials containers (s. 26) • 3.2.14 Cleaning and storage of hazardous material containers (s. 26) • 3.2.15 Choice of pesticides (s. 26) • 3.2.16 Hazardous Materials List (s. 27) • 3.2.17 Use of materials in the Orange List (s. 27) • 3.2.18 Procedure for compliance with Hazardous Materials List (s. 28) • 3.2.19 Minimizing use of herbicides (s. 28) • 3.2.20 Identification of land at risk of soil erosion (s. 28) • 3.2.21 Training on prevention of soil erosion (s. 28) • 3.2.22 Training of fertilizer use (s. 29) • 3.2.23 Enhancing soil fertility (s. 29) • 3.2.24 Identification of sources of water (s. 29) • 3.2.25 Availability of water (s. 29) • 3.2.26 Training on sustainable water use (s. 30) • 3.2.27 Efficient use of water (s. 30)

Sertifisering	Kriterier
	• 3.2.28 Handling waste water from processing facilities (s. 30) • 3.2.29 Training on waste water and health risks (s. 31) • 3.2.30 Conservation of protected areas (s. 31) • 3.2.31 Protection of forests and vegetation (s. 31-32) • 3.2.32 Prevention of deforestation (s. 32) • 3.2.33 Enhancing biodiversity (s. 32) • 3.2.34 Maintenance of buffer zones (s. 33) • 3.2.35 Wild harvesting (s. 33) • 3.2.36 Raising awareness about rare or threatened species (s. 33) • 3.2.37 Raising awareness about alien invasive species (s. 34) • 3.2.38 Storage and disposal of hazardous waste (s. 34) • 3.2.39 Designated areas for waste storage and disposal (s. 34) • 3.2.40 Organic waste and disposal (s. 34) • 3.2.41 No intentional use of Genetically Modified Organisms (s. 35) • 3.2.42 Climate change adaption (s. 36) • 3.2.43 Efficient energy use (s. 36) • Gas emission and carbon sequestration (s. 36) <u>Kilde (s. 22–36)</u>

Sertifisering	Kriterier
	 Har en omfattende “Environmental Responsibility” del som dekker: • 3.1. Water conservation (s. 43) • 3.2. Energy Management and Climate Change (s. 43–44) • 3.3. Gaseous and Liquid Waste Management (s. 45) • 3.4. Waste Management (s. 46) • 3.5. Ecosystem Management, Biodiversity and Wildlife (s. 47–48) • 3.6. Packaging (s. 49) • 3.7. Additional Requirements for Conventional Operations (s. 50–57) <u>Kilde (s. 43–57)</u>
	 Har en omfattende miljødel som dekker: • 6.1 Forests, and other Natural Ecosystems and Protected Areas • 6.2 Conservation and Enhancement of Natural • Ecosystems and Vegetation • 6.3 Riparian Buffers • 6.4 Protection of Wildlife and Biodiversity • 6.5 Water Management and Conservation • 6.6 Wastewater Management • 6.7 Waste Management • 6.8 Energy Efficiency • 6.9 Greenhouse Gases Reduction <u>Kilde (s. 84–93)</u>

Sertifisering	Kriterier
	 • Wild collection of plant resources shall be conducted at a scale and rate and in a manner that maintains populations and species over the long term. • The conservation status of target species and populations is assessed and regularly reviewed. • Collection and management practices are based on adequate identification, mapping, inventory, assessment and monitoring of the target species and collection impacts. • The rate (intensity and frequency) of target resource collection does not exceed the target species' ability to regenerate over the long term. • Negative impacts caused by collection activities on other wild species, the collection area and neighbouring areas shall be prevented. • Rare, threatened and endangered species and habitats that are likely to be affected by collection and management of the target species are identified and protected. • Management activities supporting wild collection of target species do not adversely affect ecosystem diversity, processes and functions <u>Kilde (s. 8)</u>
	 • Each final assembly factory manufacturing the certified product must be certified in accordance with ISO 14001. • Each final assembly factory which manufactures the certified product must report the previous calendar year energy efficiency indicators by the end of August each year. (This applies until the year after a certificate has expired.) • Each final assembly factory manufacturing the certified product must be certified in accordance with ISO 50001 • The following information for the typical product configuration (mandate 1.2.1 – product specification) of the certified product (including any external power supply) must be reported: • Percentage of post-consumer recycled plastics by weight versus the total weight of all plastics. • Percentage of identified post-consumer recycled materials (plastic and non-plastic) by weight versus the product weight • A classification of the PCF (Product Carbon Footprint) methodology and availability must be conducted by an approved verifier. It is not required to have conducted a PCF for the product. If no PCF data is available at the time of certification, the product will receive the lowest classification of the method, and availability. It is possible to submit data for PCF evaluation at any time in order to update the classification. <u>Kilde (s. 48, 51, 52, 55)</u>

Sertifisering	Kriterier
	 • The Organization* shall maintain, conserve and/or restore ecosystem services* and environmental values* of the Management Unit*, and shall avoid, repair or mitigate negative environmental impacts. • The Organization* shall assess environmental values* in the Management Unit* and those values outside the Management Unit potentially affected by management activities. This assessment shall be undertaken with a level of detail, scale and frequency that is proportionate to the scale, intensity and risk* of management activities, and is sufficient for the purpose of deciding the necessary conservation measures, and for detecting and monitoring possible negative impacts of those activities. • Prior to the start of site-disturbing activities, The Organization* shall identify and assess the scale, intensity and risk* of potential impacts of management activities on the identified environmental values*. • The Organization* shall identify and implement effective actions to prevent negative impacts of management activities on the environmental values*, and to mitigate and repair those that occur, proportionate to the scale, intensity and risk* of these impacts. • The Organization* shall protect rare species* and threatened species* and their habitats* in the Management Unit* through conservation zones*, protection areas*, connectivity* and/or (where necessary) other direct measures for their survival and viability. These measures shall be proportionate to the scale, intensity and risk* of management activities and to the conservation status and ecological requirements of the rare and threatened species. The Organization shall take into account the geographic range and ecological requirements of rare and threatened species beyond the boundary of the Management Unit, when determining the measures to be taken inside the Management Unit. • The Organization* shall identify and protect representative sample areas of native ecosystems and/ or restore them to more natural conditions. Where representative sample areas do not exist or are insufficient, The Organization shall restore a proportion of the Management Unit* to more natural conditions. The size of the areas and the measures taken for their protection or restoration, including within plantations, shall be proportionate to the conservation status and value of the ecosystems at the landscape level, and the scale, intensity and risk* of management activities. • The Organization* shall effectively maintain the continued existence of naturally occurring native species and genotypes, and prevent losses of biological diversity*, especially through habitat management in the Management Unit*. The Organization shall demonstrate that effective measures are in place to manage and control hunting, fishing, trapping and collecting. • The Organization* shall protect or restore natural water courses, water bodies, riparian zones and their connectivity. The Organization shall avoid negative impacts on water quality and quantity and mitigate and remedy those that occur. • The Organization* shall manage the landscape* in the Management Unit* to maintain and/or restore a varying mosaic of species, sizes, ages, spatial scales and regeneration cycles appropriate for the landscape values* in that region, and for enhancing environmental and economic resilience*.

Sertifisering	Kriterier
	• The Organization* shall not convert natural forest* to plantations*, nor natural forests or plantations on sites directly converted from natural forest to non-forest land use, except when the conversion: * affects a very limited portion of the area of the Management Unit*, and * will produce clear, substantial, additional, secure long-term conservation benefits in the Management Unit, and * does not damage or threaten High Conservation Values*, nor any sites or resources necessary to maintain or enhance those High Conservation Values. • Management Units* containing plantations* that were established on areas converted from natural forest* after November 1994 shall not qualify for certification, except where: * the conversion affected a very limited portion* of the Management Unit and is producing clear, substantial, additional, secure long term conservation* benefits in the Management Unit, or * The Organization* which was directly or indirectly involved in the conversion demonstrates restitution of all social harms and proportionate remedy of environmental harms as specified in the applicable FSC Remedy Framework, or * The Organization which was not involved in conversion but has acquired Management Units where conversion has taken place demonstrates restitution of priority social harms and partial remedy of environmental harms as specified in the applicable FSC Remedy Framework • Management Units* shall not qualify for certification if they contain natural forests* or High Conservation Value* areas converted after 31 December 2020, except where the conversion: * affected a very limited portion* of the Management Unit, and * is producing clear, substantial, additional, secure long-term conservation* and social benefits in the Management Unit, and * did not threaten High Conservation Values, nor any sites or resources necessary to maintain or enhance those High Conservation Values <u>Kilde (s. 17-18)</u>

Sertifisering	Kriterier
	 Har en omfattende del «B. Environmental» som dekker: • Greenhouse Gas Emissions • Disclosure of GHG Emissions and Energy Use • Aluminium Smelter GHG Emissions Intensity • GHG Emissions Reduction Plans • GHG Emissions Management • Emissions, Effluents and Wastes • Emissions to Air • Discharges to Water • Assessment and Management of Spills and Leakages • Public Disclosure of Spills and Leakages • Waste Management and Reporting • Bauxite Residue • Spent Pot Lining (SPL) • Dross • Water Stewardship • Water Assessment and Disclosure • Water Management • Biodiversity and Ecosystem Services • Biodiversity and Ecosystem Services Risk and Impact Assessment • Biodiversity Management • Management of Priority Ecosystem Services • Alien Species • Commitment to “No Go” in World Heritage Properties • Protected Areas • Mine Rehabilitation <u>Kilde (s. 16–24)</u>

12. Korrupsjon

Sertifisering	Kriterier
	 Responsible management of Fairtrade Premium: YEAR 1: You and your members administer Premium funds responsibly. There is no evidence of favouritism or fraud in the management of the Fairtrade Premium or any activity that could jeopardize the business or certification of the company or have a demonstrable negative, structural, financial or social impact on the organization. <u>Kilde (s. 53)</u>
	 MUST Year 0 – Applicant company/organization has not been accused and/or found responsible (with material information/evidence, including subpoena) for substantial ethical or environmental violations in the past 10 years OR it has implemented considerable and adapted efforts to: • repair the damages caused • avoid that they occur again • diminish their impacts. <i>Guidance:</i> Substantial ethical or environmental violations: Land grabbing, frauds, ecosystem destruction, human right violations, clearly unethical business practices*, etc. For deforestation, see also ENV-20. If any accusations, the sources, severity of accusations, responses, will be evaluated in detail. *This covers, in particular, systematic acts of enticement of the employees of a competing undertaking, corruption and industrial espionage. MUST= “If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4” <u>Kilde (s. 13)</u>
	 • Ikke dekket

Sertifisering		Kriterier
		Ikke dekket
		- Organizations have a responsibility to prevent all forms of corruption within their businesses and their supply chains - The brand owner must have internal processes and routines in place to prevent and respond to all forms of bribery, covering all business activities connected to the certified product. This includes making sure that the supply chain proves alignment with the anti-bribery management system standard ISO 37001. <u>Kilde (s. 39)</u>
		The Organization* shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where this exists. In the absence of anti-corruption legislation, The Organization shall implement other anti-corruption measures proportionate to the scale* and intensity* of management activities and the risk* of corruption. <u>Kilde (s. 12)</u>
		The Entity shall work against Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international Standards

13. Dyrevelferd

Sertifisering	Kriterier
	 Nevner bare dyr i sammenheng med andre punkter, eks: «All agrochemicals, especially pesticides, can be potentially hazardous in some form or other to human and animal health as well as to the environment and therefore should be used only under caution» <u>Kilde (s. 62)</u>
	 MUST year 1 – Adequate access to fresh water and feed according to the needs of the animals. Herbivorous mammals' diet consists of more than 50% grass. MUST year 1 – Animals are provided with sufficient fresh air, shelter and protection from sunlight, extreme temperature and rain. MUST year 1 – Animals have regular access to open air or grazing areas, when weather conditions permit it. MUST year 1 – Suffering and mutilations (see guidance) must be kept to a minimum during the entire life of the animal, including at the time of slaughter. MUST year 1 – Animals have sufficient space to stand and move naturally, lie down easily, turn around, groom themselves and assume all natural postures and movements such as stretching, and wing flapping. Poultry and rabbits are not kept in cages. MUST year 1 – Animal health care and hygiene: animals receive adequate health care and are regularly visited by a trained veterinarian; they do not suffer from untreated illnesses; diagnosis and treatments are fully documented. MUST year 1 – Antibiotics, Hormones and Amino-Acids are not used systematically (e.g. in food or as systematic injection) but only: - as a curative treatment - under justification - following veterinary control MUST year 1 – Adequate maintenance of social structures by ensuring that herd animals are not kept in isolation from other animals of the same species (except isolation of animals with unusually aggressive behaviour or behaviour that endangers the safety of other herd animals, sick animals and those about to give birth). MUST year 1 – Farm or regional supply for animal food is favoured, in order to minimize dependency on external purchases.

Sertifisering	Kriterier
	MUST year 1 – Hormones used to control reproduction (e.g. induction or synchronization of oestrus) are prohibited, as well as cloning and embryo transfers. MUST year 1 – Producers limit the purchase of live herbivorous animals for fattening and does so only under justification (generally to offset a loss on the farm). In any case, when purchasing a live animal for fattening, they make sure that the breeding conditions of the animal before his purchase were similar to those carried out at farm level. MUST year 2 – The Operation does not test its products on animals nor does it require others to do so. MUST= "If not met, rapid correction measures are expected. According to the criteria, MUST requirements must be met from Year 0 (i.e. before the initial audit), 1 (i.e. before first certification), 2, 3 or 4" <u>Kilde (s. 55, 57)</u>
	 Ikke dekket
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