



Sertifiseringsveileder

Dagligvare

Februar 2024

Sertifiseringsveieler:

Dagligvare

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
rapporteringsstandarder

Tekstil

Dagligvare



Sertifiseringer og merkeordninger

Dagligvare

Introduksjon: Noen standarder og merkeordninger fokuserer spesifikt på råvarer eller er spesielt rettet mot en sektor. En sertifisering eller merkeordning knyttet til dagligvare har som formål og formidle hvordan et produkt er produsert, bearbeidet og omsatt i henhold til gitte krav i ordningen. Det er ofte 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.

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

1. Tvangsarbeid / slavearbeid

Sertifisering	Kriterier
 Fairtrade Standard for Coffee	 NOTE! Fairtrade coffee producers must comply with both the Fairtrade Standard for Small Producer Organizations and the Fairtrade Standard for Coffee. For producers this standard complements, and should be read together with, the Fairtrade Standard for Small Producer Organizations. Fairtrade coffee traders must comply with both the Fairtrade Trader Standard and Fairtrade Standard for Coffee. For traders this standard complements, and should be read together with, the Fairtrade Trader Standard <i>Coffee:</i> • YEAR 0: Applies to Fairtrade producer organizations: You assess annually whether you are operating in countries and areas at risk of child labour, forced labour and human trafficking. • The worst forms of child labour, forced labour, human trafficking, and sexual violence, among others, are against national and/or international labour and human rights laws and regulations, a breach of Fairtrade Standard requirements, company sourcing policies, and business codes of conduct. • Please note that in case of identified cases of child labour or forced labour you need to follow requirements as noted in SPO Standard, respectively requirements 3.3.6. Remediation of forced labour and 3.3.11 Remediation of child labour, and take actions to remediate • YEAR 1: You develop and implement a relevant policy and procedures for identifying, mitigating, preventing, monitoring and remediating child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. • YEAR 3: You implement a monitoring and remediation system to regularly check for and respond to identified cases of child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. <u>Kilde (s. 16, 17, 18)</u> <i>Small Scale Producer Organization:</i> • 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.

Sertifisering	Kriterier
	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. “Core requirements are assigned a number (0, 1 or 3) and Development requirements are assigned a number (3 or 6). This number represents the number of years the organization has until it is audited against the requirement.” <u>Kilde (s. 38–39)</u>
 <u>MSC Fisheries Standard Version 3.0</u>	 - The client or client group shall not include any vessel that has been implicated in the conviction of a “serious crime” for an offence listed in Table 3 whilst undertaking fishing operations in the last 2 years. * The term “serious crime” means conduct constituting an offence punishable by a deprivation of liberty for at least 4 years. - Human trafficking, prostitution and sex trafficking are listed as offences in Table 3, with reference to Forced Labour Convention, Maritime Labour Convention, UN Convention against Transnational Organized Crime - If a vessel has been implicated in the conviction of a “serious crime” listed in Table 3 whilst undertaking fishing operations, the client or client group shall exclude the vessel from the UoA, UoC, and fishery certificate for 2 years. * The client or client group shall inform their CAB immediately if a vessel has been excluded. * The client or client group shall provide all relevant information to their CAB to demonstrate that the vessel has been excluded. - Conviction for forced or child labour * The CAB [conformity assessment body] shall determine the eligibility of fishery applicants and certificate holders with respect to the MSC’s labour policy using the relevant sections within the MSC Labour Eligibility Requirements. MSC Labour Eligibility Requirements - The fishery or Chain of Custody (CoC) applicant or certificate holder shall not have been convicted for a forced or child labour violation in the last 2 years. - The fishery or CoC applicant or certificate holder shall: * Not include an entity that has been convicted for a forced or child labour violation in the last 2 years. * Declare any association to entities that have been convicted for a forced or child labour violation in the last 2 years.

Sertifisering	Kriterier
	* For fisheries and at sea CoC applicants and certificate holders, document in Section 1- (Conviction for Forced and Child Labour) of the MSC At Sea Labour Eligibility Requirements Reporting Template whether there has been a conviction for forced or child labour in the last two years * Exclude, render invalid or remove from the certificate, Unit of Assessment (UoA) or Unit of Certification (UoC), for 2 years, any entity that becomes convicted for a forced or child labour violation. * Inform their Conformity Assessment Body (CAB) immediately if they have excluded (or rendered invalid) any entity. • The applicant or certificate holder (client or client group) shall: * Use the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section (Section 2) of the MSC At Sea Labour Eligibility Requirements Reporting Template to detail the policies, practices, and measures in place to ensure the absence of forced and child labour. * Submit the MSC At Sea Labour Eligibility Requirements Reporting Template with the completed 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section to the CAB at the same time that they submit the Client Document Checklist for fisheries, or by or before the day of the audit for at-sea CoC entities. * Ensure that the information provided in the template covers all entities, sites, and contractors within scope of the certificate. * Update the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section of the MSC At Sea Labour Eligibility Requirements Reporting Template whenever there are changes affecting their labour practices and provide this to the CAB for upload to the scheme database. * Review the information in the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section of the of the MSC At Sea Labour Eligibility Requirements Reporting Template during each surveillance audit and update, if there are any changes. <u>Kilde (s.11, 12) and (s. 8-12)</u>

Sertifisering	Kriterier				
 ASC Salmon Standard Version 1.4	<table border="1" data-bbox="712 240 2107 339"> <thead> <tr> <th>Indicator</th><th>Requirement</th></tr> </thead> <tbody> <tr> <td>Number of incidences of forced, bonded or compulsory labour</td><td>None</td></tr> </tbody> </table> Forced labour – such as slavery, debt bondage and human trafficking – is a serious concern in many industries and regions of the world. The elimination of all forms of forced or compulsory labour is one of the core principles of the ILO “Declaration on Fundamental Principles and Rights at Work.” Ensuring that contracts are clearly articulated and understood by workers is critical to determining that labour is not forced. The inability of a worker to freely leave the workplace and/or an employer withholding original identity documents of workers are indicators that employment may not be at-will. Adherence to these policies shall indicate that an aquaculture operation is not using forced, bonded or compulsory labour forces. <u>Kilde (s. 51)</u>	Indicator	Requirement	Number of incidences of forced, bonded or compulsory labour	None
Indicator	Requirement				
Number of incidences of forced, bonded or compulsory labour	None				
 ProTerra Standard Version 4.1	• CORE – Certified organisations shall not use slave labour, forced labour, indentured servants, and their equivalents. This applies also to workers supplied by third parties and contracted labour, including migrant and seasonal workers. • CORE – No worker will be required to lodge their identity papers with their employer or any third party and workers’ pay, benefits or other property shall, likewise, not be retained. • Accompanying family members (children and spouses) shall not be required to work on the premises of the certified organisation. This is not applicable to smallholders. <u>Kilde (s. 12–13)</u>				
 RTRS Standard for Responsible Soy Production V.4.0	• Child labour, forced labour, discrimination and harassment are not engaged in or supported. • No forced, compulsory, bonded, trafficked or otherwise involuntary labour is used at any stage of production. • No workers of any type are required to lodge their identity papers with anyone and no part of their salary, benefits or property is retained, by the owner or any 3rd party, unless required by law. • Spouses and children of contracted workers are not obliged to work on the farm. <u>Kilde (s. 9–10)</u>				

Sertifisering	Kriterier
 RSPO (Roundtable on Sustainable Palm Oil) 2018, revised 2020	 • All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. • No forms of forced or trafficked labour are used. • All work is voluntary and the following are prohibited: • Retention of identity documents or passports • Payment of recruitment fees • Contract substitution • Involuntary overtime • Lack of freedom of workers to resign • Penalty for termination of employment • Debt bondage • Withholding of wages • Where temporary or migrant workers are employed, a specific labour policy and procedures are established and implemented. <u>Kilde (s. 20, 52)</u>
 FSS (Food Security Standard)	 • No forms of forced or trafficked labor shall be used. • All work shall be performed voluntarily and the following practices shall be prohibited: • Retention of identity documents or passports • Payment of recruitment or training fees • Contract substitution • Involuntary overtime • Lack of freedom for workers to quit • Penalties for termination of employment • Debt bondage • Withholding of wages • Restrictions to freedom of movement <u>Kilde (s. 17)</u>

Sertifisering		Kriterier
 <u>Cocoa Horizons 2.0</u>		• Within 1 year – No worker is employed by force or compulsion • Within 1 year – The Supplier respects and complies with international labor standards as defined by core conventions of the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights. • Within 1 year – No identity documents are withheld from rural workers, agricultural workers, nor from employees of the organization • Within 1 year – Training and coaching: Education, Training and coaching are provided to registered farmers to meet the requirements specified this • Standard- cocoa farm plan management, i.e. developing and maintaining the Farm Business Plans (FBPs), including measuring farmer performance against their individual Farm Business Plans (FBPs); – managing risks of child labor and forced labor where it exists and contributing to its elimination; <u>Kilde (s. 1–14)</u>
 <u>Dyrevernerket,</u> <u>kyllingkriterier</u>		• Ikke dekket
 <u>Debio (Økologisk</u> <u>landbruk)</u>		• Ikke dekket

2. Fagorganisering og kollektive forhandlinger

Sertifisering		Kriterier
		<i>Small scale producer:</i> • 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>
		• Ikke dekket

Sertifisering		Kriterier	
		Indicator	Requirement
		Evidence that workers have access to trade unions (if they exist) and union representative(s) chosen by themselves without managerial interference	Yes
		Evidence that workers are free to form organizations, including unions, to advocate for and protect their rights	Yes
		Evidence that workers are free and able to bargain collectively for their rights	Yes
		Having the freedom to associate and bargain collectively is a critical right of workers because it enables them to engage in collective bargaining over issues such as wages and other working conditions. Freedom of Association and the effective recognition of the right to collective bargaining is one of the core principles of the International Labour Organization’s (ILO) “Declaration on Fundamental Principles and Rights at Work.” The declaration was adopted in 1998 by the 86th International Labour Conference and has since been ratified by the overwhelming majority of ILO’s 183 member nation-states. <u>Kilde (s. 49)</u>	
		• CORE– All workers, contracted and share-croppers shall be allowed to form and join trade unions or other collective bargaining organisations of their choice • CORE – Certified organisations shall not impede functions of collective bargaining organisations and representatives of collective bargaining organisations shall have access to their members at the workplace. • CORE –There shall be no discrimination by management or workers between unrepresented workers and members of labour or trade unions.	
		<u>Kilde (s. 25)</u>	

Sertifisering	Kriterier
	 • There is the right for all workers and sharecroppers to establish and/or join an organization of their choice. • The effective functioning of such organizations is not impeded. Representatives are not subject to discrimination and have access to their members in the workplace on request. • All workers have the right to perform collective bargaining. • Workers are not hindered from interacting with external parties outside working hours (e.g. NGOs, trade unions, labour inspectors, agricultural extension workers, certification bodies). <u>Kilde (s. 14)</u>
	 • The unit of certification respects the rights of all personnel to form and join trade unions of their choice and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, the employer facilitates parallel means of independent and free association and bargaining for all such personnel. • A published statement recognising freedom of association and right to collective bargaining in national languages is available and is explained to all workers in languages that they understand, and is demonstrably implemented. • Minutes of meetings between the unit of certification with trade unions or workers representatives, who are freely elected, are documented in national languages and made available upon request. • Management does not interfere with the formation or operation of registered unions/ labour organisations or associations, or other freely elected representatives for all workers including migrant and contract workers. <u>Kilde (s. 50)</u>
	 • The right of all personnel to form and join trade unions of their choice and to bargain collectively shall be respected. • A policy recognising freedom of association and the right to collective bargaining shall be made available and explained to all workers in languages that they understand. If the right to freedom of association and collective bargaining is restricted under domestic law, alternative means of independent and free association and bargaining for all personnel shall be provided. • Workers shall have the right to establish and join worker organizations based on their own free choice, without influence or interference by the farm management/ group manager/smallholder. • Worker organizations shall operate without interference or influence by farm management, the farm owner or group manager.

Sertifisering	Kriterier
	Members of workers' organizations shall be provided with time needed to fulfil their tasks, whether during or outside regular working hours. Workers exercising this right should not be discriminated against or suffer repercussions. <u>Kilde (s. 17)</u>
	 - Within 1 year – Agricultural workers and employees of the organization have the right to freely organize into associations and farmer groups - Within 1 year – There is no obstruction to the right of rural workers and farmers to voluntarily negotiate by means of collective agreements with employers, employers' organizations, buyers, and other institutions or associations, with a view to the regulation of terms and conditions of employment and/or other financial and non-financial benefits - Within 1 year – Training on; social aspects including child protection: Human rights, gender-related issues, children's rights and child labor, worker's rights and labor conditions, right to freedom of association <u>Kilde (s. 1–14)</u>
	 Ikke dekket
	 Ikke dekket

3. Barnearbeid

Sertifisering	Kriterier
	 <i>Coffee:</i> • YEAR 0 – You assess annually whether you are operating in countries and areas at risk of child labour, forced labour and human trafficking. • YEAR 1 – You develop and implement a relevant policy and procedures for identifying, mitigating, preventing, monitoring and remediating child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. • YEAR 3 – You implement a monitoring and remediation system to regularly check for and respond to identified cases of child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. <u>Kilde (s. 16, 17, 18)</u> <i>Small Scale Producer Organization:</i> • 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.

Sertifisering	Kriterier
	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>
	 • Conviction for forced or child labour • The CAB [conformity assessment body] shall determine the eligibility of fishery applicants and certificate holders with respect to the MSC's labour policy using the relevant sections within the MSC Labour Eligibility Requirements. MSC Labour Eligibility Requirements • The fishery or Chain of Custody (CoC) applicant or certificate holder shall not have been convicted for a forced or child labour violation in the last 2 years. • The fishery or CoC applicant or certificate holder shall: * Not include an entity that has been convicted for a forced or child labour violation in the last 2 years. * Declare any association to entities that have been convicted for a forced or child labour violation in the last 2 years. * For fisheries and at sea CoC applicants and certificate holders, document in Section 1- (Conviction for Forced and Child Labour) of the MSC At Sea Labour Eligibility Requirements Reporting Template whether there has been a conviction for forced or child labour in the last two years * Exclude, render invalid or remove from the certificate, Unit of Assessment (UoA) or Unit of Certification (UoC), for 2 years, any entity that becomes convicted for a forced or child labour violation. * Inform their Conformity Assessment Body (CAB) immediately if they have excluded (or rendered invalid) any entity.

Sertifisering	Kriterier						
	- The applicant or certificate holder (client or client group) shall: * Use the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section (Section 2) of the MSC At Sea Labour Eligibility Requirements Reporting Template to detail the policies, practices, and measures in place to ensure the absence of forced and child labour. * Submit the MSC At Sea Labour Eligibility Requirements Reporting Template with the completed 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section to the CAB at the same time that they submit the Client Document Checklist for fisheries, or by or before the day of the audit for at-sea CoC entities. * Ensure that the information provided in the template covers all entities, sites, and contractors within scope of the certificate. * Update the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section of the MSC At Sea Labour Eligibility Requirements Reporting Template whenever there are changes affecting their labour practices and provide this to the CAB for upload to the scheme database. * Review the information in the 'MSC Certificate Holder Forced and Child Labour Policies, Practices and Measures' section of the of the MSC At Sea Labour Eligibility Requirements Reporting Template during each surveillance audit and update, if there are any changes. <u>Kilde (s.11, 12) and (s. 8-12)</u>						
	<table border="1"> <thead> <tr> <th data-bbox="712 914 1406 962">Indicator</th><th data-bbox="1406 914 2107 962">Requirement</th></tr> </thead> <tbody> <tr> <td data-bbox="712 962 1406 1010">Number of incidences of child labour</td><td data-bbox="1406 962 2107 1010">None</td></tr> <tr> <td data-bbox="712 1010 1406 1058">Percentage of young workers that are protected</td><td data-bbox="1406 1010 2107 1058">100%</td></tr> </tbody> </table> The effective abolition of child labour is one of the core principles of the ILO “Declaration on Fundamental Principles and Rights at Work.” Adherence to the child labour codes and definitions included in this section indicates compliance with what the ILO and international conventions generally recognise as the key areas for the protection of child and young workers. Children are particularly vulnerable to economic exploitation, due to their inherent age-related limitations in physical development, knowledge and experience. Children and youth need adequate time for education, development and play. Therefore, they should not have to work or be exposed to working hours and conditions that are hazardous^{125,126} to their physical or mental well-being. To this end, the requirements related to what constitutes child labour will protect the interests of children and young workers at salmon farms certified to these requirements. <u>Kilde (s. 50)</u>	Indicator	Requirement	Number of incidences of child labour	None	Percentage of young workers that are protected	100%
Indicator	Requirement						
Number of incidences of child labour	None						
Percentage of young workers that are protected	100%						

Sertifisering	Kriterier
	 - Accompanying family members (children and spouses) shall not be required to work on the premises of the certified organisation. CORE – Child labour, except in contexts permitted within national law and the ILO, whatever is more stringent, shall not be used in certified organisations. Refer to ILO Convention 138 definition including light work and special protection for young workers. In family agriculture, the child can be allowed to work provided that it is not abusive or dangerous, and does not interfere with the health, education and school attendance of the child. <u>Kilde (s. 13)</u>
	 - Spouses and children of contracted workers are not obliged to work on the farm. - Children below the age of 18 must not do hazardous work or any work that is likely to jeopardize their physical, mental or moral wellbeing. - Children under the age of 15 (or a higher age, if established in national law) must not carry out productive work. - All children of direct employees living on the farm must have access to school education. <u>Kilde (s. 9-10)</u>
	 - All contracts, including those for FFB supply, contain clauses disallowing child, forced and trafficked labour. Where young workers are employed, the contracts include a clause for their protection. - Children are not employed or exploited. - formal policy for the protection of children, including prohibition of child labour and remediation is in place, and included into service contracts and supplier agreements. - There is evidence that minimum age requirements are met. Personnel files show that all workers are above the national minimum age or above company policy minimum age, whichever is higher. There is a documented age screening verification procedure - Young persons may be employed only for non-hazardous work, with protective restrictions in place for that work. - The unit of certification demonstrates communication about its 'no child labour' policy and the negative effects of child labour, and promotes child protection to supervisors and other key staff, smallholders, FFB suppliers and communities where workers live. <u>Kilde (s. 20, 50-51)</u>

Sertifisering	Kriterier
	 • Children shall not be employed or exploited. • A formal policy for the protection of children, including child-labor prohibition and remediation provisions, shall be in place and implemented. • Any type of paid or unpaid work by a child under the age of 15 shall be prohibited. The only exception shall be work by children on family smallholdings within the community, and this shall only be acceptable under adult supervision and when it does not interfere with the child's schooling or put his or her health at risk. • Young persons shall only be employed in non-hazardous work, and protective restrictions shall be in place for such work. <u>Kilde (s. 18)</u>
	 • A risk inventory of children's rights issues is available. • A policy to respect children's rights is in place • Farmers, their workers and the children of farmers workers are aware of children's rights. • Action is taken when concerns arise regarding abuse, exploitation or harming of children, including activities related to farm and organization • The protection and safety of children is ensured in business activities, including activities related to farm and Farmer Group • Education and school attendance for all children and vocational training for children of a legal working age are actively promoted. • A child labor policy is in place. It is communicated in the organization and made publicly available. • risk assessment is made identifying the possible risks related to child labor in the organization and in the communities where its members live. • Based on the risk inventory, actions are undertaken to prevent, identify, monitor and remediate child labor and the worst forms of child labor related to the activities of the organization and its members. The frequency of monitoring shall be based on the risk inventory, and specified in the child labor policy, and shall take place at household and farm level, using best practice approaches • Registered farmers and agricultural workers are competent on child labor issues. • Necessary efforts are undertaken so that children of farmers and of rural workers within the Farmer Group have birth certificates or other legal identity documentation, and to encourage that children within the organization are registered at birth.

Sertifisering	Kriterier
	• Suspected cases of conditional worst forms of child labor (hazardous work) are identified and a remediation plan is developed and implemented. • A list of applicable hazardous activities is publicly displayed. Information about the prohibition of hazardous work for children, within the organization, among the agricultural workers, and towards the children of agricultural workers. • Suspected cases of unconditional worst forms of child labor (including child trafficking, bonded labor, and slave labor) are immediately reported to the relevant authorities. • Training; Social aspects including child protection: Human rights, Gender-related issues, Children's rights and child labor, Workers rights and labor conditions, Right to the freedom of association <u>Kilde (s. 1-14)</u>
	 • Ikke dekket
	 • Ikke dekket



4. Diskriminering

Sertifisering	Kriterier
	 <i>Coffee:</i> • Year 0 – You assess annually whether you are operating in countries and areas at risk of child labour, forced labour and human trafficking. You include in your assessment risks of discrimination, workplace violence and harassment, including sexual and gender-based violence. • Year 1 – You develop and implement a relevant policy and procedures for identifying, mitigating, preventing, monitoring and remediating child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. • Year 3 – You implement a monitoring and remediation system to regularly check for and respond to identified cases of child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. You facilitate and support safe remediation of any case found. You may establish and operate this system by yourself or in partnership with others, including relevant government agencies, expert human rights NGOs, traders or others. <u>Kilde (s. 16, 17, 18)</u> <i>Small Scale Producer Organization:</i> • 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>

Sertifisering		Kriterier						
		Ikke dekket						
		<table><tr><th>Indicator</th><th>Requirement</th></tr><tr><td>Evidence of comprehensive and proactive anti-discrimination policies, procedures and practices</td><td>Yes</td></tr><tr><td>Number of incidences of discrimination</td><td>None</td></tr></table> The elimination of discrimination in respect of employment and occupation is one of the core principles of the ILO “Declaration on Fundamental Principles and Rights at Work.” Unequal treatment of workers based on certain characteristics (such as sex or race), is a violation of a workers’ human rights. Additionally, widespread discrimination in the working environment can negatively affect overall poverty and economic development rates. Discrimination occurs in many work environments and takes many forms. A common form is discrimination against women workers. In order to ensure that discrimination does not occur at salmon farms certified to this requirement, employers must demonstrate their commitment to equality with an official anti-discrimination policy, a policy of equal pay for equal work, and clearly outlined procedures to raise, file and respond to a discrimination complaint in an effective manner. Evidence, including worker testimony, of adherence to these policies and procedures will indicate minimisation of discrimination. “Positive” discrimination (i.e., special treatment to protect the rights and health of particular groups of workers, or to provide opportunities for groups which have historically been disadvantaged) is allowed, and often required by laws related to such issues as maternity and affirmative action. <u>Kilde (s. 52)</u>	Indicator	Requirement	Evidence of comprehensive and proactive anti-discrimination policies, procedures and practices	Yes	Number of incidences of discrimination	None
Indicator	Requirement							
Evidence of comprehensive and proactive anti-discrimination policies, procedures and practices	Yes							
Number of incidences of discrimination	None							
		CORE – All workers and applicants shall have equal employment opportunities, equal opportunities, and equal treatment on the job. No discrimination shall be tolerated including: “any distinction, exclusion or preference made on the basis of race, colour, age, gender, sexual orientation, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.” (Ref: ILO Convention 111, Articles 1 and 2). CORE – All workers, regardless of age, gender, or other personal characteristic, shall enjoy appropriate, legally compliant working conditions.						

Sertifisering	Kriterier
	- Workers taking maternity/paternity leave have the right to resume their work under the same conditions existing before taking leave, without discrimination, deduction of wages or loss of seniority. CORE – There shall be no discrimination by management or workers between unrepresented workers and members of labour or trade unions. <u>Kilde (s. 16–17, 24–25)</u>
 ROUND TABLE ON RESPONSIBLE SOY	 - There is a policy in place that shows the farm's commitment to not engage in, support, or tolerate any form of discrimination. - Salaried workers have all entitlements and protection in national law and practice with respect to maternity. Workers taking maternity leave are entitled to return to their employment on the same terms and conditions that applied to them prior to taking leave and they are not subject to any discrimination, loss of seniority or deductions of wages. <u>Kilde (s. 10–11, 14)</u>
 RSPO Roundtable on Sustainable Palm Oil	 - Any form of discrimination is prohibited. - A publicly available non-discrimination and equal opportunity policy is implemented in such a way to prevent discrimination based on ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. - Evidence is provided that workers and groups including local communities, women, and migrant workers have not been discriminated against. Evidence includes migrant workers' nonpayment of recruitment fees. - The unit of certification demonstrates that recruitment selection, hiring, access to training and promotion are based on skills, capabilities, qualities and medical fitness necessary for the jobs available. - Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. Alternative equivalent employment is offered for pregnant women. - A gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women. - There is evidence of equal pay for the same work scope <u>Kilde (s. 47–48)</u>

Sertifisering	Kriterier
	 • People involved in farm operations shall not be subjected to any form of discrimination based on race, color, gender, religion, political opinion, national extraction, social origin, sexual orientation, family responsibilities, marital status, union membership, age or any other condition that could give rise to discrimination. • An equal opportunities policy that identifies relevant/affected groups shall be made available and publicly communicated. • Awareness shall be raised regarding equal opportunity as part of regular training activities. • Workers shall not be subjected to any form of discrimination in hiring, pay, benefits, access to training, promotion, termination, retirement or any other aspect of employment, based on race, color, gender, religion, political opinion, national extraction, social origin, sexual orientation, family responsibilities, marital status, union membership, age or any other condition that could give rise to discrimination. • Contract farmers/smallholders shall not be subjected to discrimination in contracts, payments, access to training or any other aspect of the business relationship, based on race, color, gender, religion, political opinion, national extraction, social origin, sexual orientation, family responsibilities, marital status, union membership, age or any other condition that could give rise to discrimination. • Women shall not experience discrimination and their rights must be respected. • All workers shall receive the same payment and benefits for the same scope of work, regardless of gender. • All women shall have the possibility to articulate and communicate their concerns and ideas through a dedicated gender representative or committee. Confidentiality must be granted if desired. • In all stakeholder consultation processes, including the FPIC, women must be appropriately included (proportionally represented) and their voices equally heard and respected. • A policy to prevent sexual harassment and all other forms of harassment or violence shall be implemented and communicated at all levels of the workforce, including contract farmers and service providers. This shall include a procedure concerning where complaints are received, how complaints are handled, which remedial actions are performed and how the process is documented. • Workers shall be granted at least eight weeks of maternity leave with compensation consistent with national laws or not less than 2/3 of regular pay, whichever is higher, not including annual leave, and in the absence of any loss or privilege on account of such leave. The employment contract of a woman during her pregnancy or maternity leave shall not be terminated, except on grounds unrelated to the pregnancy or birth of the child. National legislation must be adhered to if it provides more stringent requirements. • Policies must be in place to ensure that women working for the farm operation are protected while pregnant. This includes specific procedures relating to their safety, such as protection against physical, chemical or biological agents that could cause harm. Pregnant women shall not work excessive hours and shall be provided with rest periods as appropriate. Legal requirements have priority, if they exceed the requirements laid down in this standard. <u>Kilde (s. 16, 23–24)</u>

Sertifisering		Kriterier
		• The principle of non-discrimination and the rights of the individual are respected and the initiatives are taken to contribute to the elimination of discrimination if observed, including, but not limited to, discrimination on the basis of race, color, gender, personal relationships, disability, marital status, age, HIV/AIDS status, religion, political opinion, language, property, nationality, ethnicity, or social origin. • No workers are subjected to corporal punishment, mental or physical coercion, or verbal abuse. • An action plan is implemented to eradicate all forms of harassment and abuse, including a gender sensitive grievance procedure incorporating equal access for men and women. Within the grievance procedure there is no retribution or punishment for reporting an injustice. • An organizational processes is established and maintained to ensure non-discrimination of the hiring and selection of all staff, including, but not limited to, discrimination on the basis of race, color, gender, personal relationships, disability, health, marital status, age, HIV/AIDS status, religion, political opinion, language, property, nationality, ethnicity, or social origin. <u>Kilde (s. 1–14)</u>
		• Ikke dekket
		• Ikke dekket

5. Brutal behandling

Sertifisering	Kriterier
	 <i>Coffee:</i> • YEAR 0 – You assess annually whether you are operating in countries and areas at risk of child labour, forced labour and human trafficking. You include in your assessment risks of discrimination, workplace violence and harassment, including sexual and gender-based violence. • YEAR 1 – You develop and implement a relevant policy and procedures for identifying, mitigating, preventing, monitoring and remediating child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. • YEAR 3 – You implement a monitoring and remediation system to regularly check for and respond to identified cases of child labour, forced labour, human trafficking, discrimination and workplace violence and harassment, including sexual and gender-based violence. You facilitate and support safe remediation of any case found. You may establish and operate this system by yourself or in partnership with others, including relevant government agencies, expert human rights NGOs, traders or others. <u>Kilde (s. 16, 17, 18)</u> <i>Small Scale Producer Organization:</i> • 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>
	 • Ikke dekket

Sertifisering	Kriterier
	 Ikke dekket
	 CORE – Coercive disciplinary or control methods shall not be permitted. This includes corporal or mental coercion, confinement, threats of violence or other forms of physical, sexual, psychological, or verbal abuse/harassment <u>Kilde (s. 14)</u>
	 - Workers are not subject to corporal punishment, mental or physical oppression or coercion, verbal or physical abuse, sexual harassment or any other kind of intimidation. - Workers have a safe and effective channel to report abuses and guarantee their rights are upheld <u>Kilde (s. 11)</u>
	 - There is no harassment or abuse in the workplace, and reproductive rights are protected. - A policy to prevent sexual and all other forms of harassment and violence is implemented and communicated to all levels of the workforce. - A policy to protect the reproductive rights of all, especially of women, is implemented and communicated to all levels of the workforce. - A grievance mechanism, which respects anonymity and protects complainants where requested, is established, implemented and communicated to all levels of the workforce. <u>Kilde (s. 51)</u>
	 - Women shall not experience discrimination and their rights must be respected. - A policy to prevent sexual harassment and all other forms of harassment or violence shall be implemented and communicated at all levels of the workforce, including contract farmers and service providers. This shall include a procedure concerning where complaints are received, how complaints are handled, which remedial actions are performed and how the process is documented.

Sertifisering	Kriterier
	- Workers shall be granted at least eight weeks of maternity leave with compensation consistent with national laws or not less than 2/3 of regular pay, whichever is higher, not including annual leave, and in the absence of any loss or privilege on account of such leave. The employment contract of a woman during her pregnancy or maternity leave shall not be terminated, except on grounds unrelated to the pregnancy or birth of the child. National legislation must be adhered to if it provides more stringent requirements. - Policies must be in place to ensure that women working for the farm operation are protected while pregnant. This includes specific procedures relating to their safety, such as protection against physical, chemical or biological agents that could cause harm. Pregnant women shall not work excessive hours and shall be provided with rest periods as appropriate. Legal requirements have priority, if they exceed the requirements laid down in this standard. Kilde (s. 24)
	 - An action plan is implemented to eradicate all forms of harassment and abuse, including a gender sensitive grievance procedure incorporating equal access for men and women. Within the grievance procedure there is no retribution or punishment for reporting an injustice. - No workers are subjected to corporal punishment, mental or physical coercion, or verbal abuse. Kilde (s. 1-14)
	 Ikke dekket
	 Ikke dekket

6. Helse, miljø og sikkerhet

Sertifisering	Kriterier
	 <i>Small Scale Producer Organization:</i> • 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; • 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. <i>Kilde (s. 46–49)</i>

Sertifisering		Kriterier														
		Ikke dekket														
		<table><tr><th>Indicator</th><th>Requirement</th></tr><tr><td>Percentage of workers trained in health and safety practices, procedures and policies on a yearly basis</td><td>100%</td></tr><tr><td>Evidence that workers use Personal Protective Equipment (PPE) effectively</td><td>Yes</td></tr><tr><td>Presence of a health and safety risk assessment and evidence of preventive actions taken</td><td>Yes</td></tr><tr><td>Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary</td><td>Yes</td></tr><tr><td>Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law</td><td>Yes</td></tr><tr><td>Evidence that all diving operations are conducted by divers who are certified</td><td>Yes</td></tr></table> A safe and healthy working environment is essential for protecting workers from harm. It is critical for a responsible aquaculture operation to minimise these risks. One of the key risks to workers is hazards resulting from accidents and injuries. Consistent, effective and regular worker training in health and safety practices is an important preventative measure. When an accident, injury or violation occurs, the company must record it and take corrective action to identify the root causes of the incident, remediate, and take steps to prevent future occurrences of similar incidents. This addresses violations and the long-term health and safety risks. Finally, while many national laws require that employers assume responsibility for job-related accidents and injuries, not all countries require this and not all workers (in some cases migrant and other workers) will be covered under such laws. When not covered under national law, employers must prove they are insured to cover 100 per cent of worker costs when a job-related accident or injury occurs. <u>Kilde (s. 52)</u>	Indicator	Requirement	Percentage of workers trained in health and safety practices, procedures and policies on a yearly basis	100%	Evidence that workers use Personal Protective Equipment (PPE) effectively	Yes	Presence of a health and safety risk assessment and evidence of preventive actions taken	Yes	Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary	Yes	Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law	Yes	Evidence that all diving operations are conducted by divers who are certified	Yes
Indicator	Requirement															
Percentage of workers trained in health and safety practices, procedures and policies on a yearly basis	100%															
Evidence that workers use Personal Protective Equipment (PPE) effectively	Yes															
Presence of a health and safety risk assessment and evidence of preventive actions taken	Yes															
Evidence that all health- and safety-related accidents and violations are recorded and corrective actions are taken when necessary	Yes															
Evidence of employer responsibility and/or proof of insurance (accident or injury) for 100% of worker costs in a job-related accident or injury when not covered under national law	Yes															
Evidence that all diving operations are conducted by divers who are certified	Yes															

Sertifisering	Kriterier
	 • CORE – The certified organisation shall conduct a risk assessment of their operation and use the results of that study to guide mitigation of risks and the development of a health and safety programme. Additionally, it should support the implementation of accident and emergency systems and procedures. • CORE – First aid shall be readily and quickly available if and when accidents or other emergencies occur on the worksite. • The certified organisation shall monitor and ensure compliance with its worker safety and health programme and keep records of health and safety performance, including accident statistics for the operation. • CORE – Hazardous tasks, including the application or handling of pesticides such as insecticides, fungicides, and herbicides, for pests, diseases and non-crop plants, shall be conducted only by qualified and properly trained workers. The following types of workers shall not be permitted to conduct such tasks, including subcontracted workers: Persons under the age of 18 or above the age of 60 - Pregnant or nursing women - Persons with mental illness - Persons with chronic, hepatic, renal, or respiratory diseases - Persons with other health problems or limitations that would make them more vulnerable to hazardous conditions. • CORE – Certified organisations shall provide all required personal protective equipment (PPE) and clothing. • Wearing of appropriate personal protective equipment (PPE) and clothing is mandatory during handling and application of toxic substances or conduct of other hazardous tasks • CORE – All workers, regardless of age, gender, or other personal characteristic, shall enjoy appropriate, legally compliant working conditions. • CORE – All workers living on site shall have appropriate, fairly priced, and safe food, water and housing. <u>Kilde (s. 17, 21–23)</u>
	 • Producers and their employees demonstrate awareness and understanding of health and safety matters. • Relevant health and safety risks are identified, procedures are developed to address these risks by employers, and these are monitored. • Potentially hazardous tasks are only carried out by capable and competent people who do not face specific health risks. • Adequate and appropriate protective equipment and clothing is provided and used in all potentially hazardous operations such as pesticide handling and application and mechanized or manual operations. • There are mechanisms in place that make sure that workers follow the safety requirements. • Accident and emergency procedures exist and instructions are clearly understood by all workers. • In case of accidents or illness, access to first aid and medical assistance is provided without delay. • Producers ensure the regular maintenance of machinery and equipment to make sure these devices can be operated safely. <u>Kilde (s. 13–14)</u>

Sertifisering	Kriterier
	 • An occupational health and safety (H&S) plan is documented, effectively communicated and implemented • All operations are risk assessed to identify H&S issues. Mitigation plans and procedures are documented and implemented. • The effectiveness of the H&S plan to address health and safety risks to people is monitored. • The unit of certification provides adequate housing, sanitation facilities, water supplies, medical, educational and welfare amenities to national standards or above, where no such public facilities are available or accessible. National laws, or in their absence the ILO Guidance on Workers' Housing Recommendation No. 115, are used. In the case of acquisitions of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (5 years) is allowed to upgrade the infrastructure. • The unit of certification makes efforts to improve workers' access to adequate, sufficient and affordable food. • The unit of certification ensures that the working environment under its control is safe and without undue risk to health. • The responsible person(s) for H&S is identified. There are records of regular meetings between the responsible person(s) and workers. Concerns of all parties about health, safety and welfare are discussed at these meetings, and any issues raised are recorded. • Accident and emergency procedures are in place and instructions are clearly understood by all workers. Accident procedures are available in the appropriate language of the workforce. Assigned operatives trained in first aid are present in both field and other operations, and first aid equipment is available at worksites. Records of all accidents are kept and periodically reviewed. • Workers use appropriate personal protective equipment (PPE), which is provided free of charge to all workers at the place of work to cover all potentially hazardous operations, such as pesticide application, machine operations, land preparation, and harvesting. Sanitation facilities for those applying pesticides are available, so that workers can change out of PPE, wash and put on their personal clothing. • All workers are provided with medical care and covered by accident insurance. Costs incurred from work-related incidents leading to injury or sickness are covered in accordance with national law or by the unit of certification where national law does not offer protection. • Occupational injuries are recorded using Lost Time Accident (LTA) method • Pesticides are used in ways that do not endanger health of workers, families, communities or the environment.

Sertifisering	Kriterier
	 - Pesticides are only handled, used or applied by persons who have completed the necessary training and are always applied in accordance with the product label. All precautions attached to the products are properly observed, applied, and understood by workers (see Criterion 3.6). Personnel applying pesticides must show evidence of regular updates on the knowledge about the activity they carry out - Specific annual medical surveillance for pesticide operators, and documented action to treat related health conditions, is demonstrated. - No work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work. <u>Kilde (s. 24, 49, 52–53, 55)</u>
	 - Occupational safety and health conditions for workers shall adhere to recognized national and international standards. - A health and safety policy appropriate to the type and size of the operation, and which applies to all people working for the operation, shall be adopted and follow ILO Convention 184 (Safety and Health in Agriculture) or national laws (if they are more stringent). - All people working for the operation shall be provided with health and safety training specific and relevant to the task performed. Training shall cover: – Work-related health and safety risks – Preventative measures for minimising those risks – Work-related risks to the environment and/or society – The proper transport, storage and handling of hazardous substances and waste – Accident and emergency procedures and measures, including the interpretation of labels, markings, signs, and other safety relevant audio and/or visual signals (see Indicator 6.4.3). - Emergency and accident procedures appropriate for the operation shall be made available and periodically updated based on records of work-related accidents (see Indicator 6.4.4). - Records of all work-related accidents shall be kept. - First aid and emergency response material shall be available in sufficient quantity (i.e. readily available and accessible to workers) and in sufficient quality (i.e. up-to-date, periodically inspected and appropriate to address relevant hazards and risks) at all sites, including mobile facilities and in the vicinity of agricultural sites. Designated people on the farm shall be knowledgeable as to the presence and use of such equipment. - Personal protective equipment (PPE) shall be provided to all people working for the operation to protect them from all occupational health and safety hazards associated with their respective tasks (e.g. use of agrochemicals or power tools).

Sertifisering	Kriterier
	• Good practices shall be implemented for the storage, handling, use and disposal of chemicals (pesticides, fuels, fertilizers, etc.) • Pesticides shall be used in accordance with proven methods that minimize risk and do not harm the environment, communities, people working for the operation, women or children. No pesticides shall be used in or near water sources or protected areas. • No work with pesticides shall be undertaken by young workers or pregnant or breast-feeding women. These individuals must be offered alternative work. • All people working for the operation shall have access to clean and safe facilities. • Accommodations (including collectively used accommodations like dormitories and living areas), sanitary facilities (e.g. toilets, portable WCs, showers) and kitchen/ dining/food storage areas, provided to people working for the operation and their families shall be designed, built and maintained to meet basic needs, to comply with legal requirements, and to ensure safe and healthy conditions. Toilet paper or bidet shower and soap shall be made available in all sanitary facilities. • All people working for the operation shall be provided with access to potable water. • All people working for the operations shall have access to potable water. • Measures to improve access to adequate, safe, sufficient and affordable food for all people working for the operation shall be undertaken. • Appropriate, clean and safe dining and food storage facilities must be provided. • If workers do not have the option of bringing their own food or purchasing it nearby, options to buy diversified and nutritious food must be provided at fair prices. • All people working for the operation (including those involved in other activities such as cooking or cleaning) shall be granted sufficient breaks for eating and drinking in consideration of weather conditions and the type of work performed. • All people working for the operation shall have access to healthy and nutritious food of sufficient quality and quantity at all times. <u>Kilde (s. 16–17, 21–22)</u>

Sertifisering	Kriterier
	 • An inventory is made of occupational health and safety risks within the Farmer Group and on the farms. • An action plan is made to address the issues identified in the inventory on occupational health and safety. The action plan ensures that there is access to First Aid sufficient to respond to emergencies. Injury, emergencies, fire, noise and dust are addressed. • The action plan is implemented. • Agricultural workers are informed about and protected against occupational health and safety risks in their agricultural work. This information is provided clearly and visibly in the working environment of the organization, in a language they understand and with pictograms. • Health and safety competence of agricultural workers operating in hazardous conditions is assured. • Necessary protective equipment is provided to the Farmer Group's employees free of charge. • Necessary protective equipment is provided to and used by all seasonal workers operating in hazardous conditions • Farm workers must be able to bring potable water, washing water and soap (in order to wash hands before eating) to work, or the farm must provide these. For plantations: Workers will have free access to potable water, hand-washing facilities and shelter for breaks and mealtimes. Workers in or near buildings must have access to clean toilets, hand washing with soap, and food storage facilities. • Young people (under 18 years old), pregnant and nursing mothers and people with respiratory illnesses do not handle or apply agrochemicals or be exposed to CPP contaminated PPE. • Operators only handle or apply CPPs if they have received basic training in how to protect themselves, their family, bystanders, the local community and the environment from harm, including equipment handling and maintenance, procedures and PPE for minimizing exposure of the operators, bystanders, the environment and non-target areas, and the value of correct application methodology. All farmers and workers who apply fertilizers must be trained in the procedures and PPE to use to minimize risks to themselves and the environment, and any machinery calibrations and maintenance appropriate. • Agrochemicals and equipment are handled and stored in a secure location separated from living quarters, food or feed. Only authorized persons have access. Manufacturer's specifications for handling are respected • Warning signs are placed after applying agrochemicals and measures are in place to ensure re-entry times and pre-harvest intervals are respected. • Personal protection equipment (PPE) is provided to and used by all agricultural workers who handle and apply agrochemicals. Protective equipment (PPE) is provided to the employees of the farmer group free of charge. <u>Kilde (s. 1-14)</u>

Sertifisering		Kriterier
		Ikke dekket
		Tilgangen til utendørs arealer skal gjennomføres når vær- og markforhold tillater det, og dersom det ikke er fare for menneskers og dyrs helse (HMS). <u>Kilde</u>



7. Lønn

Sertifisering	Kriterier
	 <i>Small Scale Producer Organization:</i> • 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								
	 Ikke dekket								
	 <table border="1"> <thead> <tr> <th>Indicator</th><th>Requirement</th></tr> </thead> <tbody> <tr> <td>The percentage of workers whose basic wage (before overtime and bonuses) is below the minimum wage</td><td>0 (None)</td></tr> <tr> <td>Evidence that the employer is working toward the payment of basic needs wage</td><td>Yes</td></tr> <tr> <td>Evidence of transparency in wage-setting and rendering</td><td>Yes</td></tr> </tbody> </table> Wages and the process for setting wages are important components of the ILO core principles. For this reason, it is important to highlight under these requirements the importance of workers' basic wages meeting the legal minimum wage and being rendered to workers in a convenient manner. Unfortunately, minimum wage in many countries does not always cover the basic needs of workers. Unfairly and insufficiently compensated workers can be subject to a life of sustained poverty. Therefore, it is important for socially responsible employers to pay or be working toward paying a basic needs wage. The calculation of a basic needs wage can be complex, and it is important for employers to consult with workers, their representatives and other credible sources when assessing what a basic needs wage would be. Certified salmon farms shall also demonstrate their commitment to fair and equitable wages by having and sharing a clear and transparent mechanism for wage-setting and a labour conflict resolution policy¹³⁶ that tracks wage-related complaints and responses. Having these policies outlined in a clear and transparent manner will empower the workers to negotiate effectively for fair and equitable wages that shall, at a minimum, satisfy basic needs. <u>Kilde (s. 53)</u> >Levelønn er ikke med	Indicator	Requirement	The percentage of workers whose basic wage (before overtime and bonuses) is below the minimum wage	0 (None)	Evidence that the employer is working toward the payment of basic needs wage	Yes	Evidence of transparency in wage-setting and rendering	Yes
Indicator	Requirement								
The percentage of workers whose basic wage (before overtime and bonuses) is below the minimum wage	0 (None)								
Evidence that the employer is working toward the payment of basic needs wage	Yes								
Evidence of transparency in wage-setting and rendering	Yes								
	 CORE – All workers, regardless of age or gender, shall be paid a fair, locally representative wage or salary, which shall meet or exceed the Legal Minimum Wage established for the region. If no Legal Minimum Wage exists, compensation shall at least meet the typical salaries usually paid in that region for the equivalent function or job. CORE – Piece work shall be paid at a rate that assures workers will be capable of earning at least a legal minimum wage. CORE – Wages or salaries and hours worked shall be regularly and legally paid in the national currency, documented and recorded.								

Sertifisering	Kriterier
	 • CORE – Employer shall not deduct from wages for disciplinary or similar purposes. • A social security plan shall be established for the workers in regions where such a plan is not required by law or regulation Kilde (s. 20–21) >Levelønn er ikke med i ordningen
	 • All workers receive equal remuneration for work of equal value, equal access to training and benefits and equal opportunities for promotion and for filling all available positions. • Gross wages that comply with national legislation and sector agreements are paid at least monthly to workers. • Deductions from wages for disciplinary purposes are not made, unless legally permitted. Wages and benefits are detailed and clear to workers, and workers are paid in a manner convenient to them. Wages paid are recorded by the employer. • Salaried workers have all entitlements and protection in national law and practice with respect to maternity. Workers taking maternity leave are entitled to return to their employment on the same terms and conditions that applied to them prior to taking leave and they are not subject to any discrimination, loss of seniority or deductions of wages. • If workers are paid per result, a normal 8 hour working day allows workers, (men and women), to earn at least the national or sector established minimum wage. • Potable water is supplied to all employees inside the farm. If employees live on the farm, they additionally have access to toilets and handwashing facilities and affordable and adequate housing and food. If charges are made for these, such charges are in accordance with market conditions. The living quarters are safe and have at least basic sanitation. Kilde (s. 10, 14–15) >Levelønn er ikke med i ordningen
	 • Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW). • Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in a language they understand. • A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. Kilde (s. 48–49) >Levelønn er med i ordningen

Sertifisering	Kriterier
	 • The farm management/ smallholder shall pay all workers a decent wage and provide conditions of employment that respect legal requirements or collective bargaining agreements, whichever sets the higher standards. • All workers shall receive at least a living wage in line with the estimations for the country or region made by the Global Living Wage Coalition (if available). If no living wage has been calculated for the country or region, then wages shall at least fulfil legal regulations (government regulated minimum wages), industry minimum standards or collective bargaining agreements (whichever sets the highest standard). • If payments are calculated by piecework (i.e. based on production rather than hours) or by task, the pay rate must allow workers to earn at least the wage set in line with Indicator 6.2.1, based on regular (legal) working hours under average conditions. Information about this pay rate must be transparent and available to all workers and worker's organizations. • Working hours, leave and additional benefits shall comply with, or exceed, applicable statutory regulations, sector minimum standards or collective bargaining agreements (the conditions most beneficial to workers should apply). • It shall be demonstrated that no deductions from wages are made unless they are permitted by national laws or fixed by a collective bargaining agreement. If deductions from wages are made for any provided service, the amounts deducted must be fair and in line with the actual costs incurred, and deductions shall not be used as a disciplinary mechanism. • It shall be demonstrated that workers are not requested to bring their own protective equipment, uniforms or tools. • Workers shall be paid at regularly scheduled intervals (at least monthly) and in a legal tender. • Payments shall be documented with a payslip containing all relevant information and in a language understood by all parties. • Permanent employment relationships shall be used for all core work performed in the operation. Temporary, seasonal and casual (day labor) must be limited to jobs that are temporary, seasonal or occasional/intermittent, and not used to avoid the obligations of permanent employment. <u>Kilde (s. 15)</u> >Levelønn er med i ordningen

Sertifisering		Kriterier
		• Men and women receive equal opportunities and equal remuneration for equal work • In the case of wage labor, wages are paid on a regular basis. The frequency and level of wage payments is clearly communicated at the beginning of employment. • Regular hired workers of the Farmer Group are provided with written contracts, specifying labor conditions and payment arrangements, in a language and format that workers can understand. • The Farmer Group shall identify, raise awareness and facilitate access to government support relevant to the implementation of this standard. This may cover access to planting material and subsidized inputs, income diversification support, social welfare, wellbeing of children and women, protection of the environment, biodiversity, reforestation etc. • Social security is provided to the organization's employees, and if so required the organization meets its financial obligations to this end. Kilde (s. 1–14) >Levelønn er ikke med i ordningen
		• Ikke dekket
		• Ikke dekket

8. Arbeidstid

Sertifisering		Kriterier						
		<i>Small Scale Producer Organization:</i> 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>						
		Ikke dekket						
		<table><tr><th>Indicator</th><th>Requirement</th></tr><tr><td>Incidences, violations or abuse of working hours and overtime laws</td><td>None</td></tr><tr><td>Overtime is limited, voluntary, paid at a premium rate and restricted to exceptional circumstances</td><td>Yes</td></tr></table> Abuse of overtime working hours is a widespread issue in many industries and regions. Workers subject to extensive overtime can suffer consequences in their work-life balance and are subject to higher fatigue-related accident rates. In accordance with better practices, workers in certified salmon farms are permitted to work- within defined guidelines- beyond normal work week hours but must be compensated at premium rates. 143 Requirements for time off, working hours and compensation rates as described should reduce the impacts of overtime. <u>Kilde (s. 55, 56)</u>	Indicator	Requirement	Incidences, violations or abuse of working hours and overtime laws	None	Overtime is limited, voluntary, paid at a premium rate and restricted to exceptional circumstances	Yes
Indicator	Requirement							
Incidences, violations or abuse of working hours and overtime laws	None							
Overtime is limited, voluntary, paid at a premium rate and restricted to exceptional circumstances	Yes							

Sertifisering	Kriterier
	 • CORE – The workweek shall be set according to local and national laws, shall be consistent with local industry standards, and shall, at maximum, not routinely exceed 48 hours per week (not including overtime). Where agreement with trade unions exists related to weekly working hours and overtime, these will be respected. • CORE – Overtime shall be limited as specified in local and national law and shall not routinely exceed 12 hours per week. • CORE – Overtime in excess of 12 hours is only allowable if it happens in extraordinary, limited periods where there are time constraints or risk of economic loss and where conditions regarding overtime in excess of 12 hours have been agreed between workers and management. Where agreement with trade unions exists related to excess overtime, these will be respected. • CORE – Overtime shall be compensated as required by law or according to collective agreement or agreement with the trade union or, in the lack of those, at a premium rate. • CORE – All overtime work shall be voluntary • In all cases, workers are entitled to at least one day off following 6 consecutive days of work. Where agreement with trade unions exists related to day off/rest days, these will be respected. <u>Kilde (s. 14–15)</u>
	 • Normal weekly working hours do not exceed 48 hours. Weekly overtime hours do not exceed 12 hours. • If additional overtime hours are necessary the following conditions are met: * It only occurs for limited periods of time (e.g. peak harvest, planting). * Where there is a trade union or representative organization the overtime conditions are negotiated and agreed with that organization. * Where there is no trade union or representative organization agreement the average working hours in the two-month period after the start of the exceptional period still do not exceed 60 hours per week. • The working hours of direct employees are recorded by the employer. In case of indirect workers, working hours will be recorded when possible. • Overtime work at all times is voluntary and paid according to legal or sector standards. In case overtime work is needed, workers receive timely notification. Workers are entitled to at least one day off following every six consecutive days of work. • Salaried workers have all entitlements and protection in national law and practice with respect to maternity. Workers taking maternity leave are entitled to return to their employment on the same terms and conditions that applied to them prior to taking leave and they are not subject to any discrimination, loss of seniority or deductions of wages. <u>Kilde (s. 14–15)</u>

Sertifisering	Kriterier
	 • Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members. • There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements. • A DLW is paid to all workers, including those on piece rate/quotas, for whom the calculation is based on achievable quotas during regular work hours. <u>Kilde (s. 48–49)</u>
	 • All workers shall be provided with written contractual agreements that are fair and legally valid. • Workers shall have written employment contracts. Employment contracts shall be in a language understood by all parties, signed by the worker and employer, and include at least the following: job description; working hours; pay rate; overtime regulations; social benefit entitlements and deductions; annual paid leave; maternity leave; protection of the worker from loss of pay in the case of illness, disability or accident; and a notice period for termination that is the same as the notice period for the employer. • The farm management/ smallholder shall pay all workers a decent wage and provide conditions of employment that respect legal requirements or collective bargaining agreements, whichever sets the higher standards. • Working hours, leave and additional benefits shall comply with, or exceed, applicable statutory regulations, sector minimum standards or collective bargaining agreements (the conditions most beneficial to workers should apply). <u>Kilde (s. 14–15)</u>
	 • The goals and requirements set out in the International Labor Organization Conventions on hours of work and overtime are met so that the regular working week does not exceed 48 hours, and overtime does not exceed 12 hours. Other than during periods of operational intensity e.g. harvest, the sum of regular and overtime hours in a week does not exceed 60 hours. All overtime work by workers is on a voluntary basis. Workers must have the right to time off work, for medical appointments and counselling for themselves and their dependents. • Maternity leave for regular hired workers shall be granted. • Workers must have the right to time off work, for medical appointments and counselling for themselves and their dependents. <u>Kilde (s. 1–14)</u>

Sertifisering		Kriterier
		Ikke dekket
		Ikke dekket



9. Regulære ansettelser

Sertifisering		Kriterier						
		<i>Small Scale Producer Organization:</i> • 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>						
		• Ikke dekket						
		<table><tr><th>Indicator</th><th>Requirement</th></tr><tr><td>Percentage of workers who have contracts</td><td>100%</td></tr><tr><td>Evidence of a policy to ensure social compliance of its suppliers and contractors</td><td>Yes</td></tr></table> Fair contracting is important to ensure transparency between the employer and employee and fairness in the employment relation. Short-term and temporary contracts are acceptable but cannot be used to avoid paying benefits or to deny other rights. The company shall also have policies and mechanisms to ensure that workers contracted from other companies for specific services (e.g., divers, cleaning, or maintenance) and the companies providing them with primary inputs or supplies have socially responsible practices and policies. <u>Kilde (s. 54)</u>	Indicator	Requirement	Percentage of workers who have contracts	100%	Evidence of a policy to ensure social compliance of its suppliers and contractors	Yes
Indicator	Requirement							
Percentage of workers who have contracts	100%							
Evidence of a policy to ensure social compliance of its suppliers and contractors	Yes							

Sertifisering	Kriterier
	 • CORE – All workers shall have an employment contract or an equivalent document, understandable by the worker and signed by the employer and employee or the employees' labour representatives. Contracts typically include pay rate, working hours, deductions, overtime conditions, vacation time, conditions for sickness and maternity leave, grounds for dismissal, period of notice. Should the cultural context, in a relevant and unquestionable manner, not consider a written contract mandatory, this should be taken into consideration and is applicable only to smallholders. • CORE – There shall be a signed work agreement between the certified organisation and subcontracted companies that includes clauses requiring compliance with labour and legal rights of employees. • Certified organisations shall communicate legal rights, contracts and agreements to their personnel in simple language and style that workers can easily understand and comply with. • The certified organisation shall maintain personnel records for each employee for at least 5 years or longer if required by local law. <u>Kilde (s. 17-18)</u>
	 • Workers (including temporary workers), sharecroppers, contractors and subcontractors have a written agreement, in a language that they can understand and in compliance with local laws. • Labour laws, union agreements or direct contracts of employment detailing payments and conditions of employment (e.g. working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc.) are available in the languages understood by the workers or explained carefully to them by a manager or supervisor • Adequate and appropriate training and comprehensible instructions on fundamental rights at work, health and safety, and any necessary guidance or supervision are provided to all workers. <u>Kilde (s. 11-12)</u>
	 • Applicable labour laws, union and/or other collective agreements and documentation of pay and conditions are available to the workers in national languages and explained to them in a language they understand. • Employment contracts and related documents detailing payments and conditions of employment (e.g. regular working hours, deductions, overtime, sick leave, holiday entitlement, maternity leave, reasons for dismissal, period of notice, etc. in compliance with national legal requirements) and payroll documents give accurate information on compensation for all work performed, including work done by family members. • There is evidence of legal compliance for regular working hours, deductions, overtime, sickness, holiday entitlement, maternity leave, reasons for dismissal, period of notice and other legal labour requirements • Permanent, full-time employment is used for all core work performed by the unit of certification. Casual, temporary and day labour is limited to jobs that are temporary or seasonal. <u>Kilde (s. 48-49)</u>

Sertifisering	Kriterier
	 • All workers shall be provided with written contractual agreements that are fair and legally valid. • Workers shall have written employment contracts. Employment contracts shall be in a language understood by all parties, signed by the worker and employer, and include at least the following: job description; working hours; pay rate; overtime regulations; social benefit entitlements and deductions; annual paid leave; maternity leave; protection of the worker from loss of pay in the case of illness, disability or accident; and a notice period for termination that is the same as the notice period for the employer. • Permanent employment relationships shall be used for all core work performed in the operation. Temporary, seasonal and casual (day labor) must be limited to jobs that are temporary, seasonal or occasional/intermittent, and not used to avoid the obligations of permanent employment. <u>Kilde (s. 14–15)</u>
	 • Each registered farmer prepares an inventory of all agricultural workers on his/her farm, including regular hired workers, seasonal, subcontracted, migrant and family labor. Sex and age of workers should be recorded. • Regular hired workers of the Farmer Group are provided with written contracts, specifying labor conditions and payment arrangements, in a language and format that workers can understand. • All seasonal workers shall receive the working conditions and workers' rights equivalent of regular hired workers, and their contractual agreements shall be respected, within the Farmer group and farmers are made aware of working conditions and worker's rights of their seasonal workers • Registered farmers provide sharecroppers and caretakers with written contracts, specifying labor conditions and payment arrangements, in a format and language that they can understand. <u>Kilde (s. 1–14)</u>
	 • Ikke dekket
	 • Ikke dekket

10. Marginaliserte befolkningsgrupper

Sertifisering		Kriterier
		<i>Coffee:</i> • Year 0 – You demonstrate that your assistance as an export service provider is required by a producer organization to undertake Fairtrade exports. You demonstrate this with a record of prior transaction(s) and/or a confirmation letter from the identified Fairtrade certified producer organization. There is no indication that you have assisted or done business with organizations involved with the violation of human rights, land claims, violation of indigenous peoples' rights and land, fraud, formal complaints, previous business malpractices with farmers, violation of animal rights or harm of biodiversity. <u>Kilde (s. 8)</u> <i>Small Scale Producer Organization:</i> • 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>
		• Ikke dekket

Sertifisering	Kriterier									
		<table><tr><th>Indicator</th><th>Requirement</th></tr><tr><td>Evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations</td><td>Yes</td></tr><tr><td>Evidence that the farm has undertaken proactive consultation with indigenous communities</td><td>Yes</td></tr><tr><td>Evidence of a protocol agreement, or an active process to establish a protocol agreement, with indigenous communities</td><td>Yes</td></tr></table> Interactions with and evidence of due diligence to prevent and mitigate negative impacts on communities is important globally, and takes on an additional dimension in regions where indigenous or aboriginal people or traditional territories are involved. In some jurisdictions, aboriginal groups have legal rights related to their territories. These shall be respected, as in Principle 1. It is also expected that operations seeking to meet the ASC Salmon Standard have directly consulted with bodies functioning as territorial governments and have come to agreement with indigenous governments, or are working towards an agreement, for farms that are operating in indigenous territories. The requirements are designed to be consistent with the United Nations Declaration on the Rights of Indigenous Peoples. <u>Kilde (s. 58)</u>	Indicator	Requirement	Evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations	Yes	Evidence that the farm has undertaken proactive consultation with indigenous communities	Yes	Evidence of a protocol agreement, or an active process to establish a protocol agreement, with indigenous communities	Yes
Indicator	Requirement									
Evidence that indigenous groups were consulted as required by relevant local and/or national laws and regulations	Yes									
Evidence that the farm has undertaken proactive consultation with indigenous communities	Yes									
Evidence of a protocol agreement, or an active process to establish a protocol agreement, with indigenous communities	Yes									
		CORE – Certified organisations shall perform a comprehensive Environmental and Social Impact Assessment (ESIA) for any large or high-risk greenfield expansion or new infrastructure projects to identify potentially harmful or damaging impacts and to define a Management Plan to address these where necessary. External experts are to be involved. Guidance: The ESIA must be commensurate to the scale of the operation and infrastructure. It must take into account the sustainability of the environment, wildlife and endangered species, and the social impact on the local population including, where relevant, indigenous people and traditional land users. Guidance from government, academia or other recognised experts should be obtained, as applicable, to complete the ESIA. Where existing, national regulations related to such assessment must be complied with. A definition of ESIA is provided under Terms and Definitions. This indicator is not applicable to agricultural operations of smallholders. <u>Kilde (s. 31)</u>								

Sertifisering	Kriterier
	 • Channels are available for communication and dialogue with the local community (including indigenous peoples) on topics related to the activities of the soy farming operation and its impacts. • Documented evidence of communication channels and dialogue is available. The channels adequately enable communication between the producer and the community. • The communication channels have been made known to the local communities and they allow anonymous communication, if so wished. • In areas with traditional land users (including indigenous peoples), conflicting land uses are avoided or resolved. • In the case of disputed use rights; a comprehensive, participatory and documented community rights assessment is carried out. • Where rights have been relinquished by traditional land users there is documented evidence that the affected communities are compensated subject to their free, prior, informed and documented consent. • Producers are required to respect 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). • Sites of special cultural, ecological, economic or religious significance and resources fundamental for satisfying the basic necessities of all traditional communities, local communities and indigenous people (for livelihoods, health, nutrition, water, etc.) shall be clearly identified in cooperation with such people, and recognized and protected by farm managers • An effective mechanism for resolving complaints and grievances is implemented and available to local communities (including indigenous peoples), employees, other workers and traditional land users. • Documented evidence of complaints and grievances received is maintained. • Any complaints and grievances received are adequately dealt with in a timely manner. • Fair opportunities for employment and provision of goods and services are given to the local population, irrespective of gender and race. • Employment opportunities are made known locally. • Whenever possible, there is collaboration with training programs for the local population (including, for example, indigenous peoples). • Opportunities for supply of goods and services are offered to the local communities. <u>Kilde (s. 17-19)</u>

Sertifisering	Kriterier
	 - Any negotiations concerning compensation for loss of legal, customary or user rights are dealt with through a documented system that enables indigenous peoples, local communities and other stakeholders to express their views through their own representative institutions. - A mutually agreed procedure for identifying legal, customary or user rights, and a procedure for identifying people entitled to compensation, is in place. - A mutually agreed procedure for calculating and distributing fair and gender-equal compensation (monetary or otherwise) is established and implemented, monitored and evaluated in a participatory way, and corrective actions taken as a result of this evaluation. - Evidence is available that equal opportunities are provided to both men and women to hold land titles for small holdings. - The process and outcomes of any negotiated agreements, compensation and payments are documented, with evidence of the participation of affected parties, and made publicly available to them. <u>Kilde (s. 41–42)</u>
	 - Existing land rights and land-use rights, including formal, informal and customary rights, shall be respected in accordance with the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT). All decisions regarding land rights and land use rights, such as purchase, sale or valuation, shall be based on the free, prior and informed consent of all stakeholders. - Traditional and customary land use rights shall be respected. Against this backdrop, the use of the land by pastoralists, indigenous people, artisanal fishers and other comparable users must be allowed. This shall exclude any illegal hunting, illegal fishing or illegal collection of products. - There has been no forced or involuntary physical or economic displacement, resettlement or relinquishment of land rights for the purpose of agricultural production. Extra-judicial intimidation or harassment by contracted security forces shall be also prohibited. There shall be no evidence that the operation has instigated violence. - When negotiating communities' land or land-use rights, these communities must be represented through institutions or representatives of their own choosing, including legal counsel. - Existing water rights must be respected. - Water rights must be obtained through legal means. All existing formal or customary water rights, including the rights of pastoralists, indigenous people, artisanal fishers and other comparable users shall be respected and protected. Free prior and informed consent shall be obtained from impacted parties prior to the acquisition of new or existing rights.

Sertifisering	Kriterier
	- Local water availability shall not be negatively affected. - Pesticides shall be used in accordance with proven methods that minimize risk and do not harm the environment, communities, people working for the operation, women or children. No pesticides shall be used in or near water sources or protected areas. - Awareness for the overall food-security situation in the area of influence of the operation must be demonstrated. Responsibility for impacts on food security in the area of influence of the operation shall be assumed. - The food and nutrition security situation of communities in the area of influence of the operation does not deteriorate due to the operation. - New agricultural operations or the expansion of existing operations must not have a negative effect on the food security situation within the operation's area of influence, and they must not impair the right to food at the national level. - Prior to starting or expanding operations, the potential impact of planned activities on local and national food security must be assessed. It must be demonstrated that these operations will not have negative effects on national food security. Mitigation measures to ensure that local food security does not deteriorate within the area of influence of the operation must be implemented. <u>Kilde (s. 19–20, 25)</u>
	 - The right to use the land is demonstrated by ownership, leasehold, or by documentation of traditional use rights. Where agriculture is allowed and traditional land rights are recognized, smallholder farmers are exempt to demonstrate their land rights. - Large scale land projects require FPIC (free prior and informed consent) of local populations. The handling of customary or use rights of such land is clarified in this process. - Initiatives are undertaken to raise awareness and understanding of the rights of workers, farmers and their families in regards to basic needs. A minimum of 1 meeting per year is organized. Meeting(s), participants and main results are documented and shared. <u>Kilde (s. 1–14)</u>
	 Ikke dekket
	 Ikke dekket

11. Miljø

Sertifisering	Kriterier
	 <i>Coffee:</i> • YEAR 0 – You identify and record, annually, the environmental risks that affect your members' agricultural performance and their climate resilience. • YEAR 3 – Your members adopt sustainable agricultural practices based on the climate adaptation plan until no further risks are identified. You monitor their progress and their impact, and record it annually. <u>Kilde (s. 14, 15)</u> <i>Small Scale Producer Organization:</i> 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)

Sertifisering	Kriterier
	• 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) • 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) • 3.2.44 Green House Gas emission and carbon sequestration (s. 36) <u>Kilde (s. 22–36)</u>

Sertifisering	Kriterier
	The MSC Fisheries standard consist of three principles; Principle 1: Sustainable target fish stocks A fishery must be conducted in a manner that does not lead to over-fishing or depletion of the exploited populations and, for those populations that are depleted, the fishery must be conducted in a manner that demonstrably leads to their recovery. Principle 2: Environmental impact of fishing Fishing operations should allow for the maintenance of the structure, productivity, function, and diversity of the ecosystem on which the fishery depends. The ecosystem includes habitat and associated dependent and ecologically related species. Principle 3: Effective management The fishery is subject to an effective management system that respects local, national, and international laws and standards, and incorporates institutional and operational frameworks that require use of the resource to be responsible and sustainable - The team shall verify that reference points are consistent with ecosystem productivity. - SA2.2.7.1 If changes in fishery productivity are due to natural environmental fluctuations, the team shall accept adjustments to the reference points in scoring PI 1.1.1. - A valid documented risk assessment or equivalent environmental impact assessment demonstrates that the translocation activity is highly unlikely to introduce diseases, pests, pathogens, or non-native species into the surrounding ecosystem. - Information on the impact of the translocation activity on the environment is adequate to determine the risk posed by the fishery. - Stock rebuilding – The team should note that stocks that trigger rebuilding may be allowed 1 year to put rebuilding strategies and monitoring in place. This would likely be relevant if the stock status dropped below SG80 for PI 1.1.1/PI .1.1A after certification. If one year is needed in this instance, the team should put a condition on PI 1.1.1 to allow PI 1.1.2 to be scored at the next surveillance. After one year, the team can then rescore PI 1.1.2 and assign conditions as appropriate. Given that the SG60 level would not be met for PI 1.1.2 when the one-year condition is put in place, the team should submit a variation request against FCP v3.0 7.15.7.2.a, 7.15.13, 7.15.14, and 7.16.3. - The team may consider allowances of more than 1 year in fisheries where stock assessments and the development of management advice are not an annual event. - If PI 1.1.2 scores less than SG80, due to a lack of evidence for rebuilding, the condition applied to develop such evidence should still be achieved within the normal maximum 5-year duration of the certificate (as required in SA2.3.3). While the MSC's allowance for "exceptional circumstances" in FCP 7.16.6 may still apply to rebuilding of the stock, which may be constrained by the species biology, it should not apply here to the necessary reduction in exploitation rate, which is regarded as being under the control of management and not constrained by the species biology.

Sertifisering	Kriterier						
	- The MSC wishes to avoid the situation in which fisheries appear in the upper left corner of a “Kobe plot”, with high exploitation rates even when stock size is reduced. The team should thus consider whether any condition on rebuilding could reasonably be achieved in less than the maximum 5-year period; for example, on an “accelerated” 2-year timescale. The team should expect fisheries in this situation to begin effective rebuilding, and thereby meet SG80 for this PI, as fast as reasonably possible. - The team should factor in to the assessment the likelihood of changes within the fishery that could lead to an increase in the risk of impact from fishing activity over time. - The team should consider how elements of the strategy are combining to ensure that the fishery is moving in the desired direction or operating at a low risk level. <u>Kilde (s. 5 + throughout the scheme)</u>						
	 <table border="1"> <thead> <tr> <th data-bbox="703 715 1400 746">Indicator</th><th data-bbox="1400 715 2116 746">Requirement</th></tr> </thead> <tbody> <tr> <td data-bbox="703 746 1400 890">Evidence of an assessment of the farm’s potential impacts on biodiversity and nearby ecosystems that contains the same components as the assessment for grow-out facilities under 2.4.1</td><td data-bbox="1400 746 2116 890">Yes</td></tr> <tr> <td data-bbox="703 890 1400 997">Maximum total amount of phosphorus released into the environment per metric tonne (t) of fish produced over a 12-month period (see Appendix VIII-1)</td><td data-bbox="1400 890 2116 997">4 kg /t of fish produced over a 12-month period</td></tr> </tbody> </table> Please see the relevant Rationale in Principle 2. See also the relevant Rationale related to Additional Requirements for both open net-pen smolt production and closed and semi-closed smolt production. Energy use assessment and GHG accounting for farms GHG accounting for feed <u>Kilde (s. 61, 85–88)</u>	Indicator	Requirement	Evidence of an assessment of the farm’s potential impacts on biodiversity and nearby ecosystems that contains the same components as the assessment for grow-out facilities under 2.4.1	Yes	Maximum total amount of phosphorus released into the environment per metric tonne (t) of fish produced over a 12-month period (see Appendix VIII-1)	4 kg /t of fish produced over a 12-month period
Indicator	Requirement						
Evidence of an assessment of the farm’s potential impacts on biodiversity and nearby ecosystems that contains the same components as the assessment for grow-out facilities under 2.4.1	Yes						
Maximum total amount of phosphorus released into the environment per metric tonne (t) of fish produced over a 12-month period (see Appendix VIII-1)	4 kg /t of fish produced over a 12-month period						

Sertifisering	Kriterier
	• Certified organisations must obtain from supplier outside the certification scope a formal and signed commitment that they comply with legal requirements, including those regulations associated to human rights, labour laws and environmental regulations. • CORE – For certification under this Standard, areas of native vegetation cannot have been cleared or converted into agricultural areas, or used for industrial or other commercial purposes, after 2008, in particular the following: • Primary Forests (for instance, rainforests); • Riparian Vegetation; • Wetlands; • Swamps; • Floodplains; • Steep slopes; • High above-ground carbon stocks, and • Other as defined by the High Conservation Values Resource Network (HCV 1 to 6). • CORE – Certified organisations shall adhere to governmental regulations and international conventions that pose additional limits on conversion of native vegetation to agricultural or other commercial purposes. • CORE – Certified organisations shall identify and maintain valuable biodiversity within their areas and shall, with the involvement of an external expert, restore areas of natural vegetation around bodies of water and on steep slopes and hills, and other sensitive parts of the ecosystem. • Certified organisations shall gather wild species or products from their natural habitat only when permitted by law and shall do so only in a manner that assures those species will continue to flourish in their natural habitat along with other species that normally depend on the gathered species. • CORE – The introduction of invasive species and new pests shall be avoided, and past introductions must be controlled and monitored, and any invasive expansion of these shall be reported to the authorities. • CORE – Certified organisations shall perform a comprehensive Environmental and Social Impact Assessment (ESIA) for any large or high-risk greenfield expansion or new infrastructure projects to identify potentially harmful or damaging impacts and to define a Management Plan to address these where necessary. External experts are to be involved. • Certified organisations that fall within the requirements of 4.3.1 shall carry out the Management Plan specified in that indicator and review it prior to the ProTerra audit, assessing progress, revising and setting new objectives, as appropriate. This Management Plan shall also include actions to maintain and foster biodiversity within and surrounding the operation, which will be monitored regularly and updated as necessary.

Sertifisering	Kriterier
	• CORE – Genetically modified organisms (GMOs) and their byproducts must not be used in the production of ProTerra certified products. This includes technology that can be used to edit genes within organisms such as CRISPR/Cas9. • CORE – All certified organisations shall avoid the intentional or unintentional contamination of certified products by GMO's from external sources and shall demonstrate that the Non-GMO control system is set to assure compliance with non-GMO requirements of their target market(s). This includes defining: • The Targeted Threshold Tolerance Level — i.e., the level of acceptable GM contamination found in a specified product for a specified region (country), and • The approved/ non-approved GMOs. • CORE – Certified organisations may use certain substances, which are produced by GMOs or which are from unknown genetic origin, if: • The substances are not available on a continuous basis in Non-GMO quality as defined in this standard (based on origin, production process, quantity and analysis); • The substances cannot be replaced with alternative products or methods; • The substances are necessary for animal health and protection reasons; • The substances are necessary for the production of food products, and • The substances' use in food or animal feed is required by law or by regulation in the country or region where they are produced and / or consumed. • Certified organisations shall have in place an adequate system of segregation for GMO materials, achieved by one of the following methods: • Use of dedicated sites, facilities, equipment, conveyances, handling equipment and/or related infrastructure; • By inspecting, cleaning and/or flushing facilities, equipment and conveyances between use in contact with genetically modified material and Non-GMO material; • A combination of the above methods. • Certified organisations shall have procedures and records in place to ensure segregation is maintained and documented. At least the following procedures and records to provide evidences that segregation is maintained: • Sampling plan for immunologically based screening using strip tests; • Sampling plan for PCR analyses; • Strip test procedure; • Strip test records; • PCR analysis reports;

Sertifisering	Kriterier
	- Records of flushing or cleaning for product change in nondedicated sites, and - Inspection checklist of trucks and other conveyances CORE – Certified organisations shall segregate, handle, store and dispose of hazardous wastes properly. Management of hazardous wastes shall at least comply with national laws relevant to the location of the certified operation, as stated in Principle 1 of this Standard. CORE – Certified organisations shall handle, store and dispose of pollutant materials properly, having appropriate facilities to prevent spills. Management of pollutant materials shall at least comply with national laws relevant to the location of the certified operation, as stated in Principle 1 of this Standard. CORE – Certified organisations shall discharge sewage/effluents in a manner that does not cause pollution to water and does not contaminate the soil or crops with chemicals, heavy metals, byproducts, excess nutrients or pathogens. Raw sewage shall not be used to irrigate crops. CORE – Non-hazardous wastes shall be segregated and, where appropriate, recycled or reused. If recycling or reuse is not possible, a legal means of treatment and final disposal shall be employed. CORE – Certified organisations shall manage biological wastes such as manure, straw, crop residues, food scraps, processing by-products, among others, appropriately in order to avoid pollution and/or to prevent these from becoming a source of pathogenic contamination or pest harbourage. Management of these wastes shall at least comply with national laws relevant to the location of the certified operation, as stated in Principle 1 of this standard. - In cases where residues are returned to the agricultural fields as either mulch or compost to build soil organic matter, or as fertilizer, these materials must be treated, where applicable, to assure the absence of chemical or biological contaminants. CORE – Wastes shall not be incinerated or burned, except when required for phytosanitary purposes, or in cases when it is burned for energy or heating, or used for biogas/oil production. CORE – Certified organisations shall implement systems and procedures to ensure that concentrations of contaminants emitted through smoke pipes, chimneys, boilers, ovens, incinerators, and electricity generators do not exceed established limits set by local, national or regional law, or by individual authorisations delivered by competent national, regional or local authorities. CORE – Certified organisations shall conserve quantity and quality of existing natural water resources, such as lakes, rivers, artificial lakes, dams, water tables and aquifers around their facilities. CORE – Certified organisations shall not undertake new initiatives that reduce the availability of water for neighbouring communities and farms for drinking and irrigation, or for traditional uses. - In cases where activities carried out prior to the certification application have damaged water resources, certified organisations shall undertake mitigation actions based on a plan agreed with the local environmental authority.

Sertifisering	Kriterier
	Best practices for water management: • CORE – Certified organisations shall implement best practices for water conservation and avoidance of contamination of surface and groundwater. If irrigating, salinisation and desertification shall be prevented. • CORE – Any evidence of contamination of ground or surface water shall be reported to the local environmental authority and mitigated based on a plan agreed with such authority if necessary. GHG & energy management: • Certified organisations should develop an inventory of its greenhouse gas emissions and develop a programme to reduce or compensate emissions. • CORE – Over time, certified organisations shall adopt practices to minimise the use of energy from non-renewable sources and to derive an increasing proportion of their energy from renewable sources such as solar and wind, or from local, recycled materials. <u>Kilde (s. 11, 29–41)</u> • Certified organisations should develop an inventory of its greenhouse gas emissions and develop a programme to reduce or compensate emissions • CORE – Over time, certified organisations shall adopt practices to minimise the use of energy from non-renewable sources and to derive an increasing proportion of their energy from renewable sources such as solar and wind, or from local, recycled materials. • CORE – Certified organisations shall adopt agricultural good practices and, where possible, adopt conservation systems such as Integrated Pest Management (IPM) and organic agricultural practices. • CORE – Certified organisations shall not clear areas for cultivation by burning vegetation, or burn for harvesting purposes, e.g sugarcane, unless this practice is allowed by local and national law. • Should burning vegetation be practised by an organisation in accordance with aspects of indicator 9.2.1, certified organisations shall develop alternative methods for future use. • CORE – Certified organisations shall define a soil and crop management regime that monitors soil quality, builds soil, enhances fertility and manages pests and diseases. • CORE – Certified organisations shall evaluate suitability of the soil for production of specific crops and to define a soil management regime. • Best practices are followed in fertiliser use, based on expert opinion or at least the manufacture's recommendations. Whenever possible producers should reduce the use of chemical fertilizer

Sertifisering	Kriterier
	• CORE –Certified organisations shall minimise soil erosion and damage to soil structure caused by wind, water, human activity and presence of farm animals. • CORE – Certified organisations shall avoid or reduce the use of toxic or polluting materials whenever possible, and shall select agrochemical inputs having the least possible toxicity and environmental impact for the required application. • CORE – Pesticides listed in the WHO classes Ia, Ib lists, Rotterdam Convention and Stockholm Convention, as well as pesticides forbidden by local, national, and regional law, may not be used. Hazardous substances listed in the Rotterdam Convention also are not to be used in agricultural or industrial operations, the provisions of indicator 9.6.3. being observed. • CORE – In cases where producers use a pesticide that is legally authorised in their country but is restricted in the buyer market, the producers shall implement a progressive reduction programme. Level II and III operators shall test products before export to ensure that residue levels of such pesticide are negligible or are, at least, compliant with residue limits set in the country of import. • Certified organisations shall use non-chemical weed control methods whenever possible, such as mechanical methods and management of crop rotations, crop succession and intercropping. • CORE –Certified organisations shall only use pesticides on crops and for target species for which they are legally allowed, at the prescribed dosage, during the required timeframe and/or crop conditions, as defined in local laws and regulations and by manufacturers' recommendations or by documented best practices. • CORE –Agrochemicals, including pesticide, shall be applied using methods that minimise harm to human health, wildlife, plant biodiversity, and water and air quality. • CORE – Certified organisations shall not engage in pesticide spraying over bodies of water, or over preserved, protected or residential areas, in compliance with regional, national, and local regulations. • CORE – In crop areas adjacent to roads or residential areas where access by people is possible, recently sprayed areas shall be marked appropriately to warn people not to enter into such areas. • CORE – Aerial spraying shall be conducted only under weather conditions that minimise drift to adjacent areas, and must be in compliance with local, national and regional laws • CORE – Residents within 1 km shall be informed at least one day in advance before aerial spraying is done. • CORE – Aerial spraying shall not be carried out with pesticides listed in the WHO Classes Ia, Ib and II lists, Rotterdam Convention and Stockholm Convention. • CORE – Certified organisations shall adhere to quarantine periods, avoiding harvest until applied pesticide hazard for consumers is reduced to acceptable levels.

Sertifisering	Kriterier
	• CORE – Pesticides shall be handled, stored, transported, and disposed of according to manufacturers' instructions, legal requirements, or according to procedures documented to be superior. • Certified organisations shall test products bound for commercialisation for tolerance thresholds of chemical residues (e.g., pesticides) as regulated by the target market and for harmful contaminants (e.g., mycotoxins) maintaining testing records. <u>Kide (s. 40–50)</u>
	 • On and off site social and environmental impacts have been assessed and appropriate measures taken to minimize and mitigate any negative impacts. • An initial social and environmental assessment is carried out prior to the first certification audit¹ (see also Indicator 1.3.1). This assessment needs to be redone before any expansion of the operations takes place. • The assessment is carried out by someone who is adequately trained and experienced for this task. • The assessment is carried out in a comprehensive and transparent manner • Measures to minimize or mitigate the impacts identified by the assessment are being documented, implemented and monitored. • A summary of the social and environmental assessment report shall be made available upon request. • Pollution is minimized and production waste is managed responsibly. • There is no intentional burning on any part of the property of crop residues, waste, or as part of vegetation clearance. • All waste is adequately stored and disposed of (e.g. fuel, batteries, tires, lubricants, sewage). • There are facilities to prevent spills of oil² and other pollutants. • Re-use and recycling are utilized wherever possible. • There is a residue management plan including all areas of the property. • Efforts are made to reduce emissions and increase sequestration of Greenhouse Gases (GHGs) on the farm. • Total direct fossil fuel use over time is recorded, and its volume per hectare and per unit of product for all activities related to soy production is monitored. • If there is an increase in the intensity of fossil fuel used, there is a justification for this. If no justification is available there is an action plan to reduce use.

Sertifisering	Kriterier
	• Soil organic matter is monitored to quantify change in soil carbon and steps are taken to improve it or, at least, to mitigate negative trends. • Opportunities for increasing carbon sequestration through restoration of native vegetation, forest plantations and other means are identified and, when possible, implemented. • Expansion of soy cultivation is responsible. • The following areas have not been cleared or converted from May 2009 onwards: • Where RTRS maps are available: All areas included in Category 1 of the maps 3 . • Where RTRS maps are not available the following areas: * native forests, * riparian vegetation, * natural wetlands, * steep slopes, * areas designated by law to serve the purpose of native conservation and/or cultural and social protection. • Where there is an unresolved land use claim by traditional land users under litigation, without any agreement from both parties. • After 3rd June 2016, no conversion is allowed in any natural land (see Glossary), steep slopes and in areas designated by law to serve the purpose of native conservation and/or cultural and social protection. • On-farm biodiversity is maintained and safeguarded through the preservation of native vegetation. • There is a map of the farm, which shows the native vegetation, production areas and water courses (see 5.2.1). • There is a plan, which is being implemented and monitored to ensure that the native vegetation and wildlife are being maintained. • Endemic, rare, threatened or endangered species permanently or temporary present at the property are protected. Hunting or collecting of these species is not allowed. • For farms that have less than 10% of native vegetation (but in compliance with 4.4 and 5.2 and other related indicators), producers are required to implement and promote conservation activities inside, outside or around the farm, to promote wildlife and the restoration of native vegetation. <u>Kilde (s. 21–26)</u>

Sertifisering	Kriterier
	 • The unit of certification regularly monitors and reviews their economic, social and environmental performance and develops and implements action plans that allow demonstrable continuous improvement in key operations. • The action plan for continuous improvement is implemented, based on consideration of the main social and environmental impacts and opportunities of the unit of certification. • A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations. • In new plantings or operations including mills, an independent SEIA, undertaken through a participatory methodology involving the affected stakeholders, and including the impacts of any smallholder/ outgrower scheme is documented. • For the unit of certification, a SEIA is available and social and environmental management and monitoring plans have been developed with participation of affected stakeholders. • The social and environmental management and monitoring plan is implemented, reviewed and updated regularly in a participatory way Har en omfattende del, "Principle 7: Protect conserve and enhance ecosystems and the environment" som dekker: • Pests, diseases, weeds and invasive introduced species are effectively managed using appropriate Integrated Pest Management (IPM) techniques. • Pesticides are used in ways that do not endanger health of workers, families, communities or the environment. • Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner. • Practices maintain soil fertility at, or where possible improve soil fertility to, a level that ensures optimal and sustained yield. • Practices minimise and control erosion and degradation of soils. • Soil surveys and topographic information are used for site planning in the establishment of new plantings, and the results are incorporated into plans and operations. • No new planting on peat, regardless of depth after 15 November 2018 and all peatlands are managed responsibly. • Practices maintain the quality and availability of surface and groundwater. • Efficiency of fossil fuel use and the use of renewable energy is optimised. • Plans to reduce pollution and emissions, including greenhouse gases (GHG), are developed, implemented and monitored and new developments are designed to minimise GHG emissions • Fire is not used for preparing land and is prevented in the managed area. • Land clearing does not cause deforestation or damage any area required to protect or enhance High Conservation Values (HCVs) or High Carbon Stock (HCS) forest. HCVs and HCS forests in the managed area are identified and protected or enhanced. <u>Kilde (s. 22–23, 54–66)</u>

Sertifisering	Kriterier
	 • Good Agricultural Practices (GAP) shall be applied. • Soil erosion shall be prevented or minimized through the design of the agricultural production site and sustainable practices shall be used to enhance soil health. • Practices to protect the soil structure, including the prevention of compaction, as well as to maintain or enhance soil organic matter at the production site, shall be implemented. • Practices to maintain and improve the soil nutrient balance while taking into account soil conditions and crop needs and reduce nitrate pollution shall be implemented. • Producers of annual crops shall practise crop rotation. • Integrated Pest Management techniques (IPM) that are adequate for the target crop to reduce the development of pest populations and minimise risks to human health and the environment shall be implemented and monitored. • Records of pesticide use shall be maintained, including, at a minimum, documentation of the reason for use; the name of the pest treated; the product designation, including active ingredients; the amount applied per hectare; the location, date, and target crop; and the number of applications. • Good practices shall be implemented for the storage, handling, use and disposal of chemicals (pesticides, fuels, fertilizers, etc.) • None of the chemicals recorded in the WHO's 1a, 1b and 2 lists, the Rotterdam Convention or in the Stockholm Convention on Persistent Organic Pollutants shall be used. Pesticides included in the PAN list of highly hazardous pesticides under the categories H330 (fatal if inhaled) and/or with long term effects according to the EU GHS classification are also prohibited. • Manufacturer's safety instructions for the storage, handling, use and disposal of chemicals shall be followed. • Pesticides shall be used in accordance with proven methods that minimize risk and do not harm the environment, communities, people working for the operation, women or children. No pesticides shall be used in or near water sources or protected areas. <u>Kilde (s. 21)</u>
	 Har flere krav knyttet til ulike kategorier: • Soil • Protection of water bodies • Protection of ecosystem and wildlife • Waste management • GHG • Good agriculture business <u>Kilde (s. 1-14)</u>

Sertifisering	Kriterier
	 Ikke dekket
	 <i>Regelverksveileder Økologisk landbruk:</i> 1. Dette bør du vite om økologisk produksjon 1.3 Mål og prinsipper for økologisk produksjon - Landbruket skal være allsidig og bidra til jordas fruktbarhet - Det er strenge krav til gjødsel, fôr og plantevernmidler - GMO er forbudt - Karenstid før produktene kan omsettes som økologiske 2. Økologisk planteproduksjon 2.1 Arealene må godkjennes 2.2 Karenstiden varierer etter hvilke plantekulturer som dyrkes - Unntak fra reglene om når karenstiden starter 2.3 Parallellproduksjon – regler for å drive ikke-økologisk og økologisk produksjon samtidig - Hva er parallellproduksjon? - Når er det tillatt med parallellproduksjon? – Vær oppmerksom når du dyrker ulike sorter av samme art - Krav om ulike sorter ved parallellproduksjon av flerårige vekster - Unntak fra krav til ulike sorter i økologisk og ikke-økologisk produksjon - Parallellproduksjon og beiteareal 2.4 Næringstilførsel i økologisk landbruk - Vekstskifte skal øke jordas fruktbarhet og biologiske aktivitet - Hvordan gjødsle i økologisk produksjon – Hva kan du bruke av ikke-økologisk gjødsel? - Bruk av matavfall - Bruk av fiskebiproduktet grakse

Sertifisering	Kriterier
	• Slik dokumenterer du behovet for ikke-økologisk gjødsel • Følgende organiske gjødselslag er ikke tillatt • Hvilke råvarer kan brukes til biogassprodu 2.5 Hvordan regulerer du ugras, skadedyr og sykdommer? 2.6 Formeringsmaterialet skal være godkjent • Frø og settepotet • Vegetativt formeringsmateriale utenom settepotet • Skal du produsere frø, såvare og vegetativt formeringsmateriale? 2.7 Krav til vekstmedium 2.8 Krav til økologisk veksthusproduksjon 2.9 Dyrking av økologiske spirer, karse og skudd 2.10 Høsting av planter og plantedeler fra utmark 2.11 Økologisk sopp <u>Kilde: Regelverksveileder Økologisk landbruk (s. 8–9, 21–33)</u> <i>Regelverksveileder Foredling, lagring, import og omsetning av økologiske næringsmidler og fôrvarer:</i> 3. Spesielle regler for noen produksjonsformer, omsetningsformer og produktgrupper 3.1 Slakterier 3.4 Produksjon av økologisk vin 3.7 Krav til fôr, fôrblandinger og fôrmidler 3.7.1 Spesielt om fôr til akvakulturdyr 5. Ingredienser, prosesshjelpemidler og tilsetningsstoffer som er tillatt eller forbudt brukt i økologiske næringsmidler 5.1 Tilsetningsstoffer inkludert bærestoffer og prosesshjelpemidler 5.1.1 Bruk av nitritt i økologiske kjøttprodukter

Sertifisering	Kriterier
	5.4 Bruk av naturlige aromastoffer 5.8 Tilsetning av mineraler (inkludert sporelementer), vitaminer, aminosyrer og andre nitrogenforbindelser 5.9 Tradisjonell farging av kokte egg med skall 5.10 Genmodifiserte organismer (GMO) er forbudt 5.11 Tillatte foredlingsteknikker for mat og fôr 5.12 Ioniserende stråling og bruk av nanomateriale er forbudt Kilde (s. 34–38) Debio – Veiledere og regelverk: «I Norge er økologisk matproduksjon regulert av økologiforskriften. Denne er fastsatt av Landbruks- og matdepartementet og Nærings- og fiskeridepartementet, og er basert på EU-standard for økologisk produksjon. Detaljene i regelverket ligger i økologiforskriften og EU-forordningene det henvises til i lenka over. En sammenfatning av regelverket finner du i to veiledere, en for landbruk og en for foredling, import og omsetning. Begge disse finner du nederst på denne siden. Mattilsynet er tilsynsmyndighet hva gjelder økologiforskriften, og har delegert ansvaret for dette tilsynet til Debio Mattilsynets ansvar er å definere hovedrammer for hvordan Debio skal følge opp avvik hos de økologiske virksomhetene, og har derfor utarbeidet en avviskatalog i samarbeid med Debio. Avvikskatalogen gir en oversikt over hvilke virkemidler som skal brukes ved ulike typer avvik når det skjer brudd på regelverket for økologisk produksjon. Debio utfører også kontroll og sertifisering for områder som ikke er regulert av økologiforskriften. Vi sertifiserer bærekraftig fangst og fiske og grasbasert kjøtt- og melkeproduksjon. I tillegg tilbyr Debio serveringsmerket i gull, sølv og bronse for serveringsbedrifter og for matvarehandelen for å vise andel av økologiske varer» Kilde (Debio nettside) Forskrift om økologisk produksjon og merking av økologiske landbruksprodukter, akvakulturprodukter, næringsmidler og fôr m.m. (økologiforskriften): § 2. Forordning (EU) 2018/848 om økologisk produksjon og merking av økologiske produkter EØS-avtalen vedlegg II kapittel XII nr. 54b (forordning (EU) 2018/848 som endret ved forordning (EU) 2020/427 (som endret ved forordning (EU) 2021/269), forordning (EU) 2020/1693, forordning (EU) 2020/1794, forordning (EU) 2021/642, forordning (EU) 2021/715, forordning (EU) 2021/716, forordning (EU) 2021/1006, forordning (EU) 2021/1691 og forordning (EU) 2021/1697 om økologisk produksjon og merking av økologiske produkter og om oppheving av Rådsforordning (EF) nr. 834/2007) gjelder som forskrift med de tilpasninger som følger av vedlegg II, protokoll 1 til avtalen og avtalen for øvrig.

Sertifisering	Kriterier																												
	§ 12.Dyretall Dyretallet i en driftsenhet, eller dyretallet samlet for flere samarbeidende driftsenheter jf. § 2 jf. forordning (EU) 2018/848 vedlegg II del II punkt 1.6.7., kan ikke være høyere enn det som framgår av følgende: <table> <tr> <th>Dyreslag</th><th>Maksimalt antall dyr pr. dekar</th></tr> <tr> <td>Ungdyr av storfe under ett år</td><td>0,70</td></tr> <tr> <td>Ungdyr over ett år</td><td>0,50</td></tr> <tr> <td>Melkekyr</td><td>0,20</td></tr> <tr> <td>Ammekyr</td><td>0,30</td></tr> <tr> <td>Vinterfôra sauer ved fire måneders utmarksbeite</td><td>1,75</td></tr> <tr> <td>Hester</td><td>0,30</td></tr> <tr> <td>Avlskaniner</td><td>10</td></tr> <tr> <td>Slaktekaniner</td><td>100</td></tr> <tr> <td>Geiter ved to måneders utmarksbeite</td><td>1,75</td></tr> <tr> <td>Slaktegriser</td><td>1,70</td></tr> <tr> <td>Avlsgriser</td><td>0,75</td></tr> <tr> <td>Verpehøns</td><td>20</td></tr> <tr> <td>Slaktekyllinger</td><td>65</td></tr> </table> Fullstendig kravsett i økologiforeskriften finnes her	Dyreslag	Maksimalt antall dyr pr. dekar	Ungdyr av storfe under ett år	0,70	Ungdyr over ett år	0,50	Melkekyr	0,20	Ammekyr	0,30	Vinterfôra sauer ved fire måneders utmarksbeite	1,75	Hester	0,30	Avlskaniner	10	Slaktekaniner	100	Geiter ved to måneders utmarksbeite	1,75	Slaktegriser	1,70	Avlsgriser	0,75	Verpehøns	20	Slaktekyllinger	65
Dyreslag	Maksimalt antall dyr pr. dekar																												
Ungdyr av storfe under ett år	0,70																												
Ungdyr over ett år	0,50																												
Melkekyr	0,20																												
Ammekyr	0,30																												
Vinterfôra sauer ved fire måneders utmarksbeite	1,75																												
Hester	0,30																												
Avlskaniner	10																												
Slaktekaniner	100																												
Geiter ved to måneders utmarksbeite	1,75																												
Slaktegriser	1,70																												
Avlsgriser	0,75																												
Verpehøns	20																												
Slaktekyllinger	65																												

12. Korrupsjon

Sertifisering		Kriterier
		Small scale producer: 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>
		• The client or client group shall not include any vessel that has been implicated in the conviction of a “serious crime” for an offence listed in Table 3 whilst undertaking fishing operations in the last 2 years. * The term “serious crime” means conduct constituting an offence punishable by a deprivation of liberty for at least 4 years. • If a vessel has been implicated in the conviction of a “serious crime” listed in Table 3 whilst undertaking fishing operations, the client or client group shall exclude the vessel from the UoA, UoC, and fishery certificate for 2 years. * The client or client group shall inform their CAB immediately if a vessel has been excluded. * The client or client group shall provide all relevant information to their CAB to demonstrate that the vessel has been excluded. Table 3: • Category: Transnational organised crime, Offence: corruption <u>Kilde (s. 11)</u>
		• Ikke dekket
		• Ikke dekket

Sertifisering	Kriterier
 ROUND TABLE ON RESPONSIBLE SOY	 Producers must not be involved in any act of corruption, extortion, or embezzlement, nor in any form of bribery, including – but not limited to – promising, offering, giving, or accepting any improper incentives, monetary or otherwise. <u>Kilde (s. 6)</u>
 RSPO Roundtable on Sustainable Palm Oil	 - The unit of certification commits to ethical conduct in all business operations and transactions. - A policy for ethical conduct is in place and implemented in all business operations and transactions, including recruitment and contracts. - A system is in place to monitor compliance and the implementation of the policy and overall ethical business practice. - Guidance: The policy should include as a minimum: - A respect for fair conduct of business - A prohibition of all forms of corruption, bribery and fraudulent use of funds and resources - A proper disclosure of information in accordance with applicable regulations and accepted industry practices <u>Kilde (s. 88)</u>
 FSS FOOD SECURITY STANDARD	 Ikke dekket
 coGa HORIZONS	 - The Supplier conducts its business in compliance with applicable anti-bribery, anti-corruption and anti-money laundering laws. The Supplier shall not engage in bribery or other corrupt or unlawful practices to advance the Supplier's or Barry Callebaut's business interests or to influence the acts or decisions of relevant decision makers, including government officials as well as private individuals. This includes any advantage offered to Barry Callebaut employees in any form (kickbacks or other) for delivering services for Barry Callebaut. - The Supplier shall avoid any situations, such as offering gifts, hospitality, entertainment or other favors where an individual's private interests may conflict with the interests of the Supplier and/or Barry Callebaut or where such situations might impair fair and objective judgment.

Sertifisering	Kriterier	
		The Supplier shall keep strictly confidential any commercial, operational or technical information in respect of the business Barry Callebaut and shall not without the prior written consent of Barry Callebaut, disclose to any persons, or grant access to any person, any confidential information for any other purpose than as required for the successful performance the Supplier's contractual obligations. Personal information, such as of clients and employees, is processed and stored in accordance with data privacy regulations. The Supplier shall safeguard and respect Barry Callebaut's intellectual property rights. Any licensed intellectual property rights shall only be used for the intended and designated purposes. <u>Kilde (s. 1-14)</u>
		Ikke dekket
		Ikke dekket



13. Dyrevelferd

Sertifisering	Kriterier
	 <i>Coffee:</i> • YEAR 0 – You demonstrate that your assistance as an export service provider is required by a producer organization to undertake Fairtrade exports. You demonstrate this with a record of prior transaction(s) and/or a confirmation letter from the identified Fairtrade certified producer organization. There is no indication that you have assisted or done business with organizations involved with the violation of human rights, land claims, violation of indigenous peoples' rights and land, fraud, formal complaints, previous business malpractices with farmers, violation of animal rights or harm of biodiversity. <i>Small Scale Producer</i> • «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>
	 • Protect the health and genetic integrity of wild populations • Introduced amplified parasites and pathogens • Introduction of non-native species • Introduction of transgenic species • Manage disease and parasite in an environmental responsible way • Survival and health of farmed fish • Therapeutic treatments • Resistance of parasites, viruses and bacteria to medicinal treatments • Biosecurity management <u>Kilde (s. 24–30, 40–49)</u>

Sertifisering		Kriterier
		Methodologies Related to Principle 2 and Benthic Testing Area-Based Management (ABM) Scheme <u>Kilde (s. 68–81)</u>
		Ikke dekket
		Ikke dekket
		Ikke dekket
		Ikke dekket
		Ikke dekket
		- Har omfattende krav til dyrevelferd for følgende produksjoner: - Kylling - Melkeku - Egg - Gris <u>Kilde (se egne kriteriessett på nettside)</u>

Sertifisering	Kriterier
	 • Har krav til dyrevelferd for følgende områder: • 3.1 Omlegging og karenstid • 3.2 Godkjenning og identifikasjon av animalske produkter • 3.3 Parallellproduksjon • 3.4 Krav til dyrenes opprinnelse og innkjøp av dyr • 3.5 Transport av dyr • 3.6 Fôr • 3.7 Muligheter når det oppstår en katastrofesituasjon • 3.8 Sykdomsforebygging og veterinærbehandling • 3.9 Reproduksjon • 3.10 Fysiske inngrep • 3.11 Dyretall i forhold til spredeareal • 3.12 Husdyrrom • 3.13 Tilgang til beite- og luftearealer • 3.14 Krav til husdyrrom, areal, og dyretetthet for fjørfe • 3.15 Spesielle regler for kaninhold • 3.16 Spesielle regler for hold av hjort • 4.1 Generelt om økologisk birøkt • 4.2 Krav til dokumentasjon • 4.3 Karenstid • 4.4 Parallellproduksjon • 4.5 Bienes opprinnelse • 4.6 Plassering av bigårdene • 4.7 Fôr • 4.8 Muligheter hvis det oppstår en katastrofesituasjon • 4.9 Sykdomsforebygging og veterinærbehandling • 4.10 Håndtering av biene • 4.11 Egenskaper ved bikuber og materialer som brukes i birøkt • 4.12 Rengjøring og desinfeksjon <u>Kilde (s. 33–63)</u>



Kontakt oss

Etisk handel Norge

Hausmanns gate 19

0182 Oslo

info@etiskhandel.no

www.etiskhandel.no