



CONTROL UNION FAIR CHOICE SOCIAL AND FAIR TRADE STANDARD



CONTROL UNION CERTIFICATIONS



**Control Union
Fair Choice
Social and Fair
Trade Standard**



Preamble

The planet's present social and environmental context suggests the adoption of more specific certification tools for auditing social and environmental issues on certified companies, farms and producer groups.

Control Union Certifications Social and Fair Trade Standard ("CU Fair Choice") is based in the development of human, social, environmental and economic principles. In order to be certified, enterprises must meet a minimum percentage of compliance of the criteria listed in this standard.

Being certified to Social and Fair Trade is a guarantee that the enterprises are committed to sustainable development and improvement of social conditions, meeting the demands of conscious consumers, whose numbers are increasing in every country and thereby creating new market possibilities.

CU Fair Choice has developed its criteria under the following principles:

- Social Principles – Compliance with ILO conventions and national legislation; support to trade unions; equal benefits; improvement and development of education and surrounding communities; no discrimination and no compulsory work; labour safety and health.
- Environmental Principles – Natural resources, water, waste, biodiversity management.
- Economic Principles – Fair trade relationships; transparency; reward to promote social and environmental projects.



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Purpose and Scope

The intent of this Social and Fair Trade Standard is to provide a standard based on international human rights norms and national labour laws that will protect and assure social and fair trade practices to all persons within a company's scope of control and influence, which produces products or provides services for that company itself as well as by its suppliers and contractors. It also includes requirements on health, safety and environment protection.

CU Fair Choice is verifiable through evidence-based process. Its requirements apply to agricultural products (raw or processed) and demonstrate their production under good working and environmental conditions, reinforcing the image of agriculture sector and promoting a recognizable market position.

CU Fair Choice can be awarded to a producer organization, a contracting operator / Trader, and a Company / Industry.



Normative Elements

The Social and Trade Standard is based on international norms and regulations and respects other applicable laws. The following international instruments were used:

- Universal declaration of Human Rights
- The United Nations Convention on the Rights of the Child
- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- The United Nations Convention on the Elimination of All forms of Racial Discrimination
- ILO Convention 1 (Hours of work – Industry)
- ILO Convention 29 (Forced Labour) and 105 (Abolition of Forced Labour)
- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Organize and Collective Bargaining)
- ILO Convention 100 (Equal Remuneration) and 111 (Discrimination – Employment and Occupation)
- ILO Convention 138 and Recommendation 146 (Minimum age)
- ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
- ILO Convention 159 (Vocational Rehabilitation and Employment – Disabled Persons)
- ILO Convention 169 (Indigenous and Tribal Peoples)
- ILO Convention 182 (Worst Forms of Child Labour)



Terms and Definitions

1. Biological diversity: The variability among living organisms from all sources and the ecological complexes of which they are a part; this includes diversity within species, between species of ecosystems
2. Chemical pesticides: a chemical substance used in crop production to maintain soil fertility or for pest /weed control.
3. Child: Any person less than 15 years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the stipulated higher ages would apply. Exceptions for developing countries may apply according to ILO Convention 138.
4. Child labour: Any work performed by a child younger than the age(s) specified in the above definition of a child.
5. Collective bargaining agreement: A contract for labour negotiated between an employer or group of employers and one or more worker organizations, which specifies the terms and conditions of employment.
6. Company: An organization or business entity responsible for implementing the requirements of this standard, including personnel employed by the company.
7. Contracting operator: An entity (trader, manufacturer) that facilitate the collection, processing and/or export of crop products by contracting farmers, acting as a group operator organizing and managing the internal system.
8. Discrimination: Any distinction, exclusion or preference based on race, colour, gender, religion, political opinion, nationality or social origin that causes equality of opportunity or treatment in employment or work to be lifted or reduced (definition from ILO).
9. Ecosystem: A set or system of plants, animals and their physical environments, functioning together as a interdependent unit
10. Endangered species: Any species which is in danger of extinction throughout all or a significant portion of its range
11. Fair trade price: Fair base sales price for the fair trade certified product as negotiated between the fair trade producer company and the fair trade buyer, which includes a differential for standard compliance and certification.
12. Forced and compulsory labour: All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation, or is demanded as a means of repayment of debt.
13. Internal Control System (ICS): A documented quality assurance and quality management system that allows an external certification body to delegate the annual inspection of individual group of members to an identified unit within the certified producer group



and which manages compliance with a standard by taking over some of the farmers quality management responsibilities.

14. Local legislation: includes all legal norms given by governmental entities.
15. Native species: A species that occurs naturally in the region
16. NGO: civil society organizations; such as women organizations, community organizations, development organizations and others from public and private sectors.
17. Personnel: All individuals, men or women directly employed or contracted by a company.
18. Producer (farmer): Farming enterprise that cultivate and grow different crops for the purpose of harvesting and selling.
19. Principle: Norms, rules or values that represent what is desirable and positive for a person, group or organization or community and help it determining the rightfulness or wrongfulness of its actions.
20. Processor: One that processes.
21. Producer Organization: Group of producers organized in a formal kind of farmers association or cooperative.
22. Organic: An integrated system of farming based on ecological principles, that replenishes and refresh long-term soil fertility by optimizing conditions for biological activity within the soil, rather than through the application of agrochemicals.
23. Regular: once a year, at least.
24. Renewable sources of energy: Any resource that provides energy and is capable of indefinite renewal on a human-based time scale
25. Small Farmer: Producer with less than 20 Ha of crop field.
26. Supplier: An organization which provides the company with goods and/or services integral to and utilized in or for the production of the company's goods and/or services
27. Weighted toxicity index score: is calculated by taking the total volume of each agrochemical (pesticide, fungicide, herbicide or synthetic fertilizer) applied over the year and multiplying it by a toxicity factor (LD50) for the main active ingredient in the product in question. Then by averaging the individual value product values and then dividing them by the total productive area of the farm, we get an overall index score for the farm.
28. Worker: personnel working in crop production and processing who can be working full time, part time and seasonal time. The term workers shall also include others such as administrative personnel within the company.
29. Young worker: Any worker over the age of a child, as defined above, and under the age of 18 (according to ILO)



Social and Fair Trade Principles and Requirements

1. Social Principles

1.1 Child Labour Policy

Requirements for companies and traders and producer organizations:

- 1.1.1 The Company or the principal operator will not use, hire or support the use of child labour, according to the definition established in this document.
- 1.1.2 New hiring of child labour is not allowed.
- 1.1.3 The policy and procedures for remediation of child labour must be established, maintained, registered and effectively communicated to all personnel and other interested parties.
- 1.1.4 If the company or the principal operator employs young workers, the time of effective work must not exceed 6 hours a day and 5 days a week and shall be organized to not interrupt their education. Young workers must not work night shifts.
- 1.1.5 The company or the principal operator must respect local legislation regarding young workers.
- 1.1.6 The policy and procedures of company or principal operator comply with Convention 182 of ILO (Worst forms of child labour)

Special requirements for producers: children working within the family environment:

- 1.1.7 Children working within the family environment can perform or participate with the traditional work or activities provided that this work is only performed under these considerations (that the work is limited to the cultural activities of the family including traditional tasks or activities), and excludes all dangerous activities to their physical, mental and moral condition
- 1.1.8 This work shall not be such as to prejudice their attendance at school.



1.2 Forced and Compulsory Labour Policy

Requirements for companies / traders and producers:

- 1.2.1 There is no forced or compulsory labour.
- 1.2.2 Withholding or retaining salary (or part of it), deposits or documents of personnel or farmers is not permitted. Personnel are free to terminate the employment considering a reasonable notice to The Company or principal operator. Farmers are free to leave the organization with reasonable notice.

1.3 Freedom of Association Policy and Right to Collective Bargaining

Requirements for companies and traders and producers:

- 1.3.1 Personnel are free to join, organize, constitute or form organizations or unions and participate of their regulations with freedom of expression on their behalf with the company or principal operator.
- 1.3.2 Workers' representatives shall not be subject to discrimination and shall have access to all workplaces to carry out their representation functions.
- 1.3.3 No management or workers body or committee in which employers are involved can be accepted as a replacement of the workers committee. They should be fully independent from the employer.
- 1.3.4 The union/workers committee must have the right to meet regularly during working hours, at least once a month for 2 hours.
- 1.3.5 There should be regular meetings between the trade union committee and the management.
- 1.3.6 The workers must have the right to discuss during working hours at least twice a year among themselves without participation of management.
- 1.3.7 Complaints regarding labour and working conditions should be forwarded, free of charge, to the Workers' Representatives or to an external independent body accepted by all parties involved.
- 1.3.8 The company should preferably have an elected committee of workers, which looks into all matters of protection, non-discrimination and promotion of workers. This committee shall consist of a representative average of the company's work force.



- 1.3.9 The company must draw up, in close cooperation with the women, the trade union committee or in the absence of a trade union committee the independent workers committee, a plan to combat and prevent sexual harassment, which beside of elements of consciousness building includes also complaints procedures and sanctions.

1.4 Discrimination Policy

Requirements for companies / traders and producers:

- 1.4.1 There will be no discrimination when hiring, remunerating, compensating, training, promoting, dismissing or retiring due to race, caste, national origin, religion, age, disability, gender, status, sexual orientation, union membership or political opinion.
- 1.4.2 There will be no interference with the exercise of workers' rights to observe practices or needs determined by their race, caste, national origin, religion, disability, gender, sexual orientation, union membership or political opinion. A representative of administration should be appointed to prevent this.
- 1.4.3 There will be no acceptance of behaviour that includes gestures, language and physical contact that is sexual coercive, abusive, threatening or exploitative.
- 1.4.4 A written policy shall be established and implemented regarding working conditions, training, promoting and compensation.

1.5 Disciplinary Practices Policy

Requirements for companies / traders and producers:

- 1.5.1 There will be no tolerance or support for the use of corporal punishment, threatening with corporal punishment, mental or physical coercion or any other harassment such as verbal abuse.
- 1.5.2 All disciplinary measures or warnings shall be specified in the Internal Working Regulation, which must be legally approved. Workers should be familiar with this Internal Working Regulation.



1.6 Contracting Policy

Requirements for companies and traders:

- 1.6.1 All personnel must sign and be issued a copy of the written employment contract.
- 1.6.2 The contract shall specify a summary or description of the job, the hours of work agreed and other general information of the employment. Additionally the dissolution of the contract, the period of notice must be identical for employer and employee.
- 1.6.3 The company or contracting operator shall issue formal contracts with the indications required above, to all personnel, including part time, seasonal and subcontracted workers, assuring in all cases the fulfillment of basic labour rights.
- 1.6.4 Permanent employees and temporary workers must also be included in a provident or pension fund.
- 1.6.5 It is not permitted to terminate the employment of a woman during her pregnancy or maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences of nursing. The burden of providing that the reasons for dismissal are unrelated to pregnancy, birth of nursing rests on the employer.
- 1.6.6 A woman is guaranteed the right to return to the same or an equivalent position paid at the same or higher rate at the end of her maternity leave.

Requirements for small producers:

- 1.6.7 Registers of all contracted personnel shall be available. These registers shall include at least the type of work and the payment received for it.

1.7 Working Hours Policy

Requirements for companies and traders:

- 1.7.1 The regular week of work shall be defined by law but shall not exceed 48 hours, not including overtime. Thus, at least one day off following every six consecutive days of working shall be provided. However, the company



must comply with local applicable law and industry standards.

- 1.7.2 Overtime work shall be voluntary and shall not exceed 4 hours in a day or 12 in a week, and must be reimbursed at a premium rate as defined by local legislation. If the local legislation does not regulate this, personnel shall be compensated for overtime at a premium rate or equal to prevailing industry standard, whichever is more favourable to worker's interest.
- 1.7.3 If overtime work is deemed necessary, and the company is party to a collective bargaining agreement freely negotiated with worker organizations representing a significant portion of its workforce, it can require such overtime work in accordance to such agreement that should allow work time averaging and adequate rest period.
- 1.7.4 Agreed and legally stipulated midday and work breaks must be observed.
- 1.7.5 Workers must have at least 3 weeks of paid leave per year, or a total of 15 working days paid leave per year.

Requirements for small producers:

- 1.7.6 Registers of all personnel contracted shall be available. These registers shall include the hours worked per personnel contracted.

1.8 Compensation: A fair wage shall be paid

Requirements for companies and traders:

- 1.8.1 There shall be respect for the right of personnel to a living wage. Furthermore, the company shall ensure wages paid for a normal week that shall meet at least local or industry standards and shall be sufficient to meet the basic needs of personnel and provide some discretionary income, according to a sector Collective Bargaining Agreement (CBA),
- 1.8.2 There shall be assurance of personnel's wages and benefits compositions are detailed clearly and regularly in writing for each pay period. Wages and benefits (including social security, annual leave, maternity leave – if applicable) are rendered in full compliance with local legislation.
- 1.8.3 Wage deductions are not accepted. Company or contracting operator must guarantee that salary and



benefits are rendered, in accordance with the law, and remuneration is rendered in checks, cash or bank accounts, in a manner convenient to workers.

- 1.8.4 There must be guarantee of no use of irregular contracting arrangements, or false apprenticeship schemes to avoid fulfilling its legal obligations to personnel.
- 1.8.5 Management with the trade union committee or in the absence of a trade union committee the independent workers committee should develop a plan, if not included in the CBA, to increase salary and other social benefits, like seniority, production or qualification bonus, assistance for the school career of the workers children, canteen, training courses, etc. to reach a living wage.
- 1.8.6 Companies are obliged to ensure that workers are included in an appropriate state of private social security scheme, covering especially invalidity, injury, maternity and old-age benefit. In case of subcontracted workers the farm should check if the subcontractors are ensured in similar scheme.
- 1.8.7 To replace maternity leave, or parts of it, by financial offers is not permitted
- 1.8.8 The employer will guarantee that these female employees will keep the privilege like annual paid leave on account of such leave.
- 1.8.9 The prenatal portion of maternity leave shall be extended by any period elapsing between the presumed date of childbirth and the actual date, without reduction in any compulsory portion of postnatal leave.

Requirements for small producers:

- 1.8.10 Registers of all personnel contracted shall be available. These registers shall include the payment received for the work performed. This payment shall be according with the minimum salary according local standards.

1.9 Working conditions must be safe and hygienic

Requirements for companies and traders

- 1.9.1 The company or contracting operator as an entity, who has control and knowledge of the existent risks present in its industry and its activity, will provide a safe and



hygienic work environment. According to this, a written procedure should exist and should be available to all employees.

- 1.9.2 All workers shall receive with regularity, training in labour and health safety, which should be repeated and provided for new workers or workers designated to different labour areas. This training must be registered.
- 1.9.3 The company or contracting operator shall establish appropriate systems to detect, avoid and respond to potential health and safety threats of its workers. A written program should exist and records of evaluations and measures implemented shall be registered and kept.
- 1.9.4 Company or contracting operator should appoint a responsible person (based on free election) for the application of work health and safety dispositions included in this standard. This person must have the appropriate professional and academic education in relevant areas.
- 1.9.5 Protecting clothing and equipment shall be provided to all pesticide operators.

General facilities

- 1.9.6 Free access to clean toilet facilities and potable water shall be provided, and if necessary adequate canteens.
- 1.9.7 If applicable, the dormitory facilities should be clean, safe and meet the basic needs of the workers; the space should also be adequate to the number of employees.
- 1.9.8 The company shall pay special attention to sufficient and healthy nutrition of the workers and their families.
- 1.9.9 Special subsidies for the food supply of the workers are encouraged in the program to fulfil the human right to food.
- 1.9.10 Where food is served in a canteen, the diet should be nutritious and varied.
- 1.9.11 When workers are living on the farm, free vegetable gardens with sufficient irrigation should be offered to the workers families.
- 1.9.12 The company should assume responsibility for the education of the children of the workers. Support of crèche facilities inside or outside the compound is highly recommended. In case the workers and their families are living on the farm either schooling in the farm or transport to the next school has to be provided.



- 1.9.13 Transport, if required, to and from the farm has to be provided by the company, free of charge; alternatively, an allowance has to be paid.
- 1.9.14 Workers have the right to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health and so inform their supervisors immediately. They shall not be placed at any disadvantage as a result of these actions. (ILO 184)

Medical facilities

- 1.9.15 Employees are to be provided free of charge with regular medical care and advice within the place of work at fixed times during working hours at regular intervals, also psychological and social assistance.
- 1.9.16 The regular examinations and check-ups shall be carried out by a qualified physician, In case there is no physician on the farm, workers must feel free, in case of medical or health related complaints, to visit their general practitioner or any specialist for that matter, also during working hours.
- 1.9.17 A small drugstore and basic medication has to be available on the site, free of charge for the workers.
- 1.9.18 First aid facilities should be available at all operating sites, where at least one person trained in first aid procedures has to be present to offer their services if necessary. This means that in a farm a minimum of two persons have to be trained in first aid.
- 1.9.19 For emergencies and accidents, rapid medical attention and an appropriate first aid organisation on site must be assured.
- 1.9.20 The company has to arrange transport to the nearest hospital when necessary.
- 1.9.21 It is recommended that the farm develop a policy of considering the necessity of breast-feeding to mothers.
- 1.9.22 A special clean rest room must be provided for pregnant women and nursing mothers, unless no other possibility exists near by the farm.

Chemical related facilities

- 1.9.23 Personnel working in the spraying, mixing, storing and handling of pesticides must be medically examined every 3 months (including cholinesterase- test) by an independent professional institute.



- 1.9.24 Workers in the cultivation, harvesting and finishing sections should be medically examined once a year and at the beginning and end of their employment. The findings must be communicated to the persons in readily understandable form. A complete documentary record of such examinations must be kept.
- 1.9.25 Complete, continuously updated documentation and statistics are to be kept with regard to sickness, accidents and sickness related absences from work.
- 1.9.26 Special measures must be taken to avoid reproductive health risks. In particular, pregnant women may only perform work which is appropriate to their physical capacity and which excludes contact with pesticides and chemicals.
- 1.9.27 Post-harvest treatment of the flowers and foliage is only permitted with non-toxic chemicals.
- 1.9.28 Spray operators are not allowed to spray for more than 4 hours per day.
- 1.9.29 Due to the high risk and exposure to toxic products, a job rotation scheme has to be implemented. Recommended is 1 week spraying and 2 weeks non-spraying.
- 1.9.30 Pesticide application in the greenhouse is strictly forbidden, as long as unprotected workers are inside.
- 1.9.31 Warning signs are required at each entrance of the areas sprayed, indicating the time and date when entry is safe.
- 1.9.32 After spraying pesticides, the following re-entry intervals must be strictly observed.
- 1.9.33 - High toxic pesticides (WHO Tox. 1) and carcinogenics (EPA): 24 hours
- 1.9.34 - Toxic pesticides (WHO Tox. 11): 12 hours
- 1.9.35 - Less toxic pesticides (WHO Tox. 111 + 1V): 6 hours.
- 1.9.36 In any case, the foliage has to be completely dry before harvesting. During this time, the greenhouse should not be accessible And clearly marked so. In case the greenhouse is not totally locked, the area within 10 meters of the sprayed greenhouse is not accessible for workers.
- 1.9.37 Suitable and properly calibrated spray equipment must be used for the application of pesticides.
- 1.9.38 Equipment must receive regular maintenance and should be cleaned and tested after each application.
- 1.9.39 All spray operators must wear suitable and intact personal protective equipment and clothing provided by the company.



- 1.9.40 After spraying, the operators have to rinse off all equipment, have to wash themselves thoroughly, have to change clothes in an adequate place.
- 1.9.41 Respirators with suitable filters have to be controlled and changed regularly. A checklist has to be used for control
- 1.9.42 For the workers in the cultivation, harvesting and finishing sections the company has to provide free of charge suitable protective clothing appropriate for the task, e.g. overall, apron, gloves, adequate shoes, cap
- 1.9.43 Eating, drinking and smoking in the working areas have to be strictly forbidden.
- 1.9.44 Pesticides and chemicals must be stored in separate, lockable, well-ventilated rooms that conform to the safety regulations (clean, cool, dry, no drain, fire protection, original containers).
- 1.9.45 A supervisor responsible for the pesticides and chemical storage has to be nominated. Only authorized personnel, that are instructed in handling pesticides and dealing with spillage should have access to the store.
- 1.9.46 All products and packages must be clearly labelled and stored in the original container. Highly toxic and inflammable pesticides and chemicals should be stored separately.
- 1.9.47 The inventory, with a record of all incoming and outgoing pesticides and chemicals, must be documented and continuously updated.
- 1.9.48 Storing, dispensing and mixing pesticides and chemicals has to be done in a separate well-ventilated room or area with accurate and clean measuring equipment by a trained and well protected person.
- 1.9.49 A spill-containment trough not draining to the sewer must be installed.
- 1.9.50 On entering the service of the company and on regular intervals (at least every 6 months), all workers must be informed about the risks and safety measures relating to pesticides and chemicals used in the farm. This also applies for temporary and subcontracted workers as well as to visitors.
- 1.9.51 The safety instructions, re-entry intervals and hygiene recommendations should be displayed clearly visible in the workplaces.
- 1.9.52 All spray operators must be thoroughly instructed and regularly trained by a recognized institution or by specialists on the safe application and the risks of pesticides and chemicals.



1.10 Control of suppliers and contractors

Requirements for companies and traders:

- 1.10.1 Company or contracting operator shall establish and maintain procedures needed to evaluate and select its suppliers and contractors according to their ability to fulfil the requirements of this standard.
- 1.10.2 Company or contracting operator shall perform regular monitoring activities (at least, once a year) to its suppliers or contractors to verify the compliance with the principles of this standard. These monitoring activities can be announced or unannounced.

2. Environmental Principles

2.1 Environmental Policy

Requirements for companies / traders and producers:

- 2.1.1 The most efficient and commercially available water system to ensure the best usage of water resource must be used. A water management plan to optimize its usage and minimize its waste should be established. Where possible rainwater should be collected in water reservoirs of adequate capacity.
- 2.1.2 Water consumption of the irrigation system must be documented.
- 2.1.3 Measures that can help minimize energy consumption through the use of renewable energy or others shall be implemented. The use of energy must be documented.
- 2.1.4 Carbon footprint shall be established and measures to minimize it shall be implemented.
- 2.1.5 Use of organic fertilizer or composted organic waste for soil fertilization and to reduce chemical fertilizer input is encouraged.
- 2.1.6 An environmental management policy (own initiative or in accordance to a national or local plan) in consistence with a commercially sustainable agricultural production and minimizing the environmental impact shall be defined. It must include waste management.
- 2.1.7 Workers are to be informed on the envisaged measures and instructions, in order to motivate them to assisting implementation thereof.



- 2.1.8 Environmental impact of activities shall be assessed. This environmental impact assessment shall include biodiversity and use of resources. Deforestation and burning of forestry areas is prohibited. CITES convention guidelines should be used in order to protect animals and plant species in danger.
- 2.1.9 The company shall support and encourage financially and with other means social and cultural projects in cooperation with the surrounding communities
- 2.1.10 A safety distance of not less than 100 meters from the residential areas and houses to the greenhouse or pesticide/chemical application areas must be maintained. Existing farms must prove that there are no medical or health risks involved.
- 2.1.11 Small farmers, producer organizations and individual producers are aware and familiarized with the environmental policy and are informed and trained to achieve a sustainable management.

2.2 Good Agricultural Practices

Requirements for companies / traders and producers:

- 2.2.1 Use of GMO products (seeds, inputs or any other product derived from GMO) is prohibited.
- 2.2.2 Production practices shall be performed in order to maintain and improve the natural resources of the operation including soil, water and environment. Within this scheme, burn agriculture is prohibited.
- 2.2.3 Diversification of products and crop rotation is desirable.
- 2.2.4 Use of pesticides shall be restricted in accordance to international recommendations and regulations, avoiding the use of very toxic pesticides. Furthermore, the use of natural inputs or those allowed for organic production is encouraged. The list of prohibited and restricted substances can be found in Annex I.
- 2.2.5 Recording and documentation of all fertilizers and chemical application must be done, giving responsible person, date and time, crop, quantity and dosage rate.
- 2.2.6 Chemical fertilizers should be applied only selectively on the basis of careful observation of the crop together with the soil and (periodical) leaf analysis. The input should be optimally adapted to the needs of the plants.
- 2.2.7 Suitable and properly calibrated fertilizer application machinery must be used.



- 2.2.8 The application machinery type and the method, (e.g. via irrigation or mechanical distribution) have to be recorded.
- 2.2.9 Losses and drainage of the fertilizers through leaching into the soil should be kept at a minimum.
- 2.2.10 Nitrogen and water supply should only cover the plants', flowers', ferns' or foliage's need to growth. The nitrogen quantity used must be calculated per hectare on a monthly basis and documented.
- 2.2.11 Fertilizer must be stored in a clean, dry and lockable room, separated from the pesticides, or other chemicals and fresh produce. Stock records have to be documented.
- 2.2.12 Whenever possible, low toxic and biodegradable chemicals have to be used.
- 2.2.13 Recording and documentation of quantities used, supplier and type of substrate have to be done.
- 2.2.14 Substrate should not come from designated conservation area
- 2.2.15 Recording and documentation of recycled substrate, quantity, type and date is required. If no recycle program exists, it must be justified
- 2.2.16 Steaming should be the preferred option for sterilisation of substrate. If chemicals are used, the trade name, active ingredient, consumption and date must be recorded. Also application methods like drenching or fogging has to be recorded.
- 2.2.17 When the substrates are sterilized on the farm, the name/number of the field and date must be recorded. If sterilisation is done outside, the name and location of the company has to be recorded.
- 2.2.18 Substrate, that is no longer reusable, should be send to a professional recycling or waste disposal company. Substrate type, quantity, date and the name of the company must be recorded.
- 2.2.19 Pesticides residues analysis shall be available and documented.
- 2.2.20 Pesticides shall be stored in their original containers.
- 2.2.21 Records of all pesticides / chemical applications shall be managed. A Monthly calculation of the used amounts must be made.
- 2.2.22 Pesticides banned or not registered in the country or which have reached their expiry date, are not allowed to be used.
- 2.2.23 Persistent pesticides (e.g. chlorinated hydrocarbons), soil fumigants and herbicides must be strictly avoided.



- 2.2.24 Highly toxic WHO 1 products (see negative list Annex 11) and/or carcinogenic/mutagenic pesticides (EPA list, Annex 111) should be replaced wherever possible by lower toxic ones. Recommendation: take steps/measures to phase-out endocrine disrupting and cholinesterase inhibiting substances and WHO 1 in a period of two years. Wildlife toxicity (Annex IV) has to be taken into account, especially when spraying pesticides in the open field.
- 2.2.25 Use of methyl bromide or other gaseous or volatile fumigants for soil sterilisation is strictly forbidden. If necessary, alternative methods (steaming, solarisation, etc.) should preferably be used.
- 2.2.26 Post-harvest treatment of the flowers and foliage is only permitted with non-toxic chemicals. Silver Thiosulfate is because of the harmfulness to the environment strongly recommended not to be used
- 2.2.27 Empty pesticides containers shall be managed to avoid their exposition to people.

2.3 Good Market Practices

Requirements for companies / traders and producers:

- 2.3.1 The production area shall maintain traditional crops, to encourage its promotion and value.
- 2.3.2 Diversification and mixed farming is encouraged. Crop production limited only to dependence on exporting of single crops is not desirable.
- 2.3.3 Production and exporting of off-season crops is not encouraged.
- 2.3.4 Production and exporting of unsuitable crops is not encouraged.
- 2.3.5 The social and economic development of the community must not be destabilized as a consequence of the production and exporting activities. A balance between richness and incomes of the producer organization or independent producers shall be maintained to avoid the increase of costs of life and the impoverishing of other producers in the area.
- 2.3.6 The company shall support and encourage financially and with other means social and cultural projects, in cooperation with the surrounding communities.



2.4 Waste management

Requirements for companies / traders and producers:

- 2.4.1 Chemical and pesticide containers shall be managed in a proper way to avoid environmental contamination.
- 2.4.2 Official recollection and management systems for empty pesticides containers shall be used.
- 2.4.3 Empty containers shall be rinsed leaving no concentrate in the bottom. This rinse should be done at least 3 times and this water should be returned to the application tank.
- 2.4.4 Empty containers shall be perforated to prevent re-use and must be tagged in a proper manner and shall be kept safe until their disposal.
- 2.4.5 Local legislation on empty containers management and disposal shall be complied.
- 2.4.6 When pesticides expire, they must be disposed through an authorized company.

3. Fair Trade Principles

3.1 Producer Organizations, Small Farmer Groups and Independent producers

Requirements for companies / traders and producer organizations:

- 3.1.1 The Company – contracting operator or producer organization is responsible for the management and control of the activities for its registered producers.
- 3.1.2 Companies or operators handling contractual relationships with groups of farmers, producer organizations or individual producers have designed a plan to support and favour their living conditions, as a commitment with this standard.
- 3.1.3 Furthermore, the initiative of developing projects that contribute to the improvement of quality of life (related to culture and education, health services, community support, technology development, etc.) is necessary. These projects can be performed by setting up a joint fund with the company or contracting operator and the community group with a basic amount that can be obtained by calculating a minimum percentage of annual or seasonal turnovers, and managed by any of



them. This minimum percentage can be fixed by joint decision and shall be available for CUC.

- 3.1.4 If local organizations or NGOs are executing projects on behalf the developing and improvement of life quality of local communities, it will be desirable that company or contracting operator can support such projects.
- 3.1.5 The company – contracting operator shall not use the contractual relationship to lower purchase prices or to create economic dependency of the producers.
- 3.1.6 The company – contracting operator provides information about market prices and allows discussion on prices.

3.2 Payment to producer organizations and price determination

Requirements for companies / traders and producer organizations:

- 3.2.1 Payment to producers or producer organizations shall be immediately effective at the presentation of the sale documents by the producers or maximum 30 days from the delivering of the product, and must be formalized through contracts or agreements that include a reference of the price established. These contracts must include the rate of exchange used in case the price is agreed in a different currency, and the consideration of a correction in case a fluctuation occurs that can be detrimental to producers.
- 3.2.2 Payment to producers or producer organizations shall be free of commissions, interests and shall not be delayed due to commercial issues.
- 3.2.3 Payment to producers or producer organizations in kind is not permitted.
- 3.2.4 The price established shall enable the basic needs of producer organizations or producers belonging to a producer organization to be satisfied, and shall take into account the needs of producers and their families and shall be better than the cost price.
- 3.2.5 Control Union will assess within the scheme of this certification program the determination of the minimum fair trade price per product to be certified based on the recommendation mentioned above. This minimum fair trade price shall be higher than the production cost, the market value and higher than non - fair trade products and, shall allow a profit margin for producers.



- 3.2.6 Project financing is encouraged, contrary to additional charges or interest for the financing of the production.
- 3.2.7 The company or contracting operator shall not acquire part of the product at the fair trade rate and the rest at the conventional rate from the same producer.

3.3 Transparency

Requirements for companies / traders and producer organizations:

- 3.3.1 The company or contracting operator should prepare an annual report with information on the product certified under fair trade standard, and the breakdown of prices, including the real return to the producers.
- 3.3.2 The objective of the annual report is to demonstrate transparency through the entire commodity chain, in order to comply with the requirements of this standard. This report must be filed and should be available in audits.

3.4 Commitment to support and assistance

Requirements for companies / traders and producer organizations:

- 3.4.1 The principles of this standard are based in the premises of responsibility and solidarity, terms that perfectly fit with assistance and support. The commitment the company or contracting operator assume with this standard go far beyond the sale and commercial commitments, but are bonded with training and principles, ideas and strengthen of technology. Within this context, training, support, and information to people involved in the production process will comply with the requirements of this standard.
- 3.4.2 Training shall be given with regularity to all the members of the producer organization and must be registered.
- 3.4.3 Certification costs shall also be assumed. These costs (implementation of fair trade principles and social responsibility, trainings, management system, inspection and certification costs, etc.) shall be assumed by the company or contracting operator under the premise of maintaining the principles of fair trade.
- 3.4.4 Company or contracting operator shall respect the principle of freedom of producer organizations and independent producers and not restrict the possibility of



selling to different buyers. Nevertheless and under the responsibility principle, producer organization and independent producers shall respect contracted volumes.

3.5 Maintainance of relationship

Requirements for companies / traders and producer organizations:

- 3.5.1 It is important to maintain the relationship between the producer or producer organization and the company or contracting operator, by the means of maintaining agreements or contracts for commercial purposes.
- 3.5.2 When a relationship is established, a commitment of purchase shall be assumed for a minimum volume and a minimum period of time to not affect the production organization. This minimum time shall not be less than 2 years.

4. Other Requirements

4.1 Product requirements – labeling

- 4.1.1 When products are mixed or processed, a same ingredient cannot appear in the same form (one produced under the fair trade standards and the other one not).
- 4.1.2 To label a mixed or processed product as “CU Fair Choice Product”, the minimum requirement of fair trade raw material the product shall contain is 90%(this raw material can be obtained from other Fair trade certified sources). Up to 10% of the total weight of ingredients may come from non-fair trade origin. These ingredients must be indicated as “non fairly trade origin” on the packaging label.
- 4.1.3 To label a mixed or processed product as “made with CU Fair Choice Ingredients”, the minimum requirement of fair trade raw material the product shall contain is 70% (this raw material can be obtained from other Fair trade certified sources, Annex II),
- 4.1.4 In the case of textiles, a differentiation should be evaluated. For a textile to qualify as a fair trade textile, the minimum percentage of fair trade fibres must be of



70%. Below this percentage, the product must be labelled as a textile made with fair trade standard.

- 4.1.5 The use of local products instead of imported products is encouraged.

4.2 Management system

- 4.2.1 Senior management and administration of the company or contracting operator shall define in writing a policy for fair trade and social standards.
- 4.2.2 The company or contracting operator shall designate a responsible person for the implementation and compliment with fair trade and social standards.
- 4.2.3 The company or contracting operator shall assure that principles of this standard are understood and implemented at all levels of the company and producer organizations or independent producers.
- 4.2.4 The company or contracting operator must demonstrate the compliance with local and national legislation in all aspects included in this standard.
- 4.2.5 The company or contracting operator shall maintain appropriate documentation to demonstrate conformance to the requirements of this standard.
- 4.2.6 Traceability shall be maintained in all production stages. Social and fair Trade products shall be kept separated from non-fair trade certified products at all stages, with adequate separation measures.



Annex I

List of WHO 1A and 1B Pesticides

World Health Organization Type 1A (Extremely Hazardous) Pesticides

N°	Common name	CAS N°	UN N°	Chem type	Phys state	Main use	LD50 (mg/Kg)
1	Aldicarb (ISO)	116-06-3	2757	C	S	I-S	0.93
2	Brodifacoum (ISO)	56073-10-0	3027	CO	S	R	0.3
3	Bromadiolone (ISO)	28772-56-7	3027	CO	S	R	1.12
4	Bromethalin (ISO)	63333-35-7	2588		S	R	2
5	Calcium cyanide (C)	592-01-8	1575		S	FM	39
6	Captafol (ISO)	2425-06-01			S	F	5000
7	Chlorethoxyfos (ISO)	54593-83-8	3018	OP	L	I	1.8
8	Chlormephos (ISO)	24934-91-6	3018	OP	L	I	7
9	Chlorophacinone (ISO)	3691-35-8	2588		S	R	3.1
10	Difenacoum (ISO)	56073-07-5	3027	CO	S	R	1.8
11	Difethialone (ISO)	104653-34-1	2588		S	R	0.56
12	Diphacinone (ISO)	82-66-6	2588		S	R	2.3
13	Disulfoton (ISO)	298-04-4	3018	OP	L	I	2.6
14	EPN	2104-64-5	2783	OP	S	I	14
15	Ethoprophos (ISO)	13194-48-4	3018	OP	L	I-S	D26
16	Flocoumafen	90035-08-8	3027	CO	S	R	0.25
17	Hexachlorobenzene (ISO)	118-74-1	2729	OC	S	FST	D10000
18	Mercuric chloride (ISO)	7487-94-7	1624	HG	S	F-S	1
19	Mevinphos (ISO)	26718-65-0	3018	OP	L	I	D4
20	Parathion (ISO)	56-38-2	3018	OP	L	I	13
21	Parathion - methyl (ISO)	298-00-0	3018	OP	L	I	14
22	Phenylmercury acetate (ISO)	62-38-4	1674	HG	S	FST	24
23	Phorate (ISO)	298-02-2	3018	OP	L	I	2
24	Phosphamidon	13171-21-6	3018	OP	L	I	7
25	Sodium fluoroacetate (C)	62-74-8	2629		S	R	0.2
26	Sulfotep (ISO)	3689-24-5	1704	OP	L	I	5
27	Tebupirifos (ISO*)	96182-53-5	3018	OP	L	I	1.3
28	Terbufos (ISO)	13071-79-9	3018	OP	L	I-S	c2



World Health Organization Type 1B (Highly Hazardous) Pesticides

N°	Common name	CAS N°	UN N°	Chem type	Phys state	Main use	LD50 (mg/Kg)
1	Acrolein (C)	107-02-8	1092		L	H	29
2	Allyl alcohol (C)	107-18-6	1098		L	H	64
3	Azinphos-ethyl (ISO)	2642-71-9	2783	OP	S	I	12
4	Azinphos-methyl (ISO)	85-50-0	2783	OP	S	I	16
5	Blasticidin - S	2079-00-7	2588		S	F	26
6	Butocarboxim (ISO)	34681-10-2	2992	C	L	I	158
7	Butoxycarboxim (ISO)	34681-23-7	2992	C	L	I	D288
8	Caldusafos (ISO)	95465-99-9	3018	OP	L	N,I	37
9	Calcium arsenate (C)	7778-44-1	1573	AS	S	I	20
10	Carbofuran (ISO)	1563-66-2	2757	C	S	I	8
11	Chlorfenvinphos (ISO)	470-90-6	3018	OP	L	I	31
12	3-Chloro-1,2-propanediol (C)	96-24-2	2689		L	R	112
13	Coumaphos (ISO)	56-72-4	2783	OP	S	AC, MT	7.1
14	Coumatetralyl (ISO)	5836-29-3	3027	CO	S	R	16
15	Zeta-cypermethrin (ISO)	52315-07-8	3352	PY	L	I	C86
16	Demeton-S-methyl (ISO)	919-86-8	3018	OP	L	I	40
17	Dichlorvos (ISO)	62-73-7	3018	OP	L	I	56
18	Dicrotophos (ISO)	141-66-2	3018	OP	L	I	22
19	Dinoterb (ISO)	1420-07-1	2779	NP	S	H	25
20	DNOC (ISO)	534-52-1	2779	NP	S	I-S,H	25
21	Edifenphos (ISO)	17109-49-8	3018	OP	L	F	150
22	Ethiofencarb (ISO)	29973-13-5	2992	C	L	I	200
23	Famphur	52-85-7	2783	OP	S	I	48
24	Fenamiphos (ISO)	22224-92-6	2783	OP	S	N	15
25	Flucythrinate (ISO)	70124-77-5	3352	PY	L	I	C67
26	Fluoroacetamide (C)	640-19-7	2588		S	R	13
27	Formetanate (ISO)	22259-30-9	2757	C	S	AC	21
28	Furathiocarb	65907-30-4	2992	C	L	I-S	42
29	Heptenophos (ISO)	23560-59-0	3018	OP	L	I	96
30	Isoxathion (ISO)	18854-04-8	3018	OP	L	I	112
31	Lead arsenate (C)	7784-40-9	1617	AS	S	L	C10
32	Mecarbam (ISO)	2595-54-2	3018	OP	Oil	I	36
33	Mercuric oxide (ISO)	21908-53-2	1641	HG	S	O	18
34	Methamidophos (ISO)	10265-92-6	2783	OP	S	I	30
35	Methidathion	950-37-8	3018	OP	L	I	25
36	Methiocarb (ISO)	2032-65-7	2757	C	S	I	20
37	Methomyl (ISO)	16752-77-5	2757	C	S	I	17
38	Monocrotophos (ISO)	6923-22-4	2783	OP	S	I	14
39	Nicotine (ISO)	54-11-5	1654		L		D50
40	Omethoate (ISO)	1113-02-6	3018	OP	L	I	50
41	Oxamyl (ISO)	23135-22-0	2757	C	S	I	6
42	Oxydemeton-methyl (ISO)	301-12-2	3018	OP	L	I	65
43	Paris Green (C)	12002-03-8	1585	AS	S	L	22
44	Pentachlorophenol (ISO)	87-86-5	3155		S	I,F,H	D80
45	Propetamphos (ISO)	31218-83-4	3018	OP	L	I	106
46	Sodium Arsenite (C)	7784-46-5	1557	AS	S	R	10
47	Sodium cyanide (C)	143-33-9	1689		S	R	6
48	Strychnine (C)	57-24-9	1692		S	R	16
49	Tefluthrin	79538-32-2	3349	PY	S	I-S	C22
50	Thallium sulfate (C)	7446-18-6	1707		S	R	11
51	Thiofanox (ISO)	39196-18-4	2757	C	S	I-S	8
52	Thiometon (ISO)	640-15-3	3018	OP	Oil	I	120
53	Triazophos (ISO)	24017-47-8	3018	OP	L	I	82
54	Vamidothion (ISO)	2275-23-2	3018	OP	L	I	103
55	Warfarin (ISO)	81-81-2	3027	CO	S	R	10
56	Zinc phosphide (C)	1314-84-7	1714		S	R	45



Annex II

Accepted Social and Fair-trade standards

1. *Fair-trade Labelling Organisation (e.g. Max Havelaar)*
2. *Fair for Life standard*
3. *SA 8000*
4. *Fair Flowers Fair Plants*
5. *Ecocert fair trade*