



Sertifiseringsveileder

Tekstil

Oktober 2023

Sertifiseringsveileder:

Tekstil

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 Tekstil

Introduksjon: Noen standarder og merkeordninger fokuserer spesifikt på råvarer eller er spesielt rettet mot en sektor. En sertifisering eller merkeordning knyttet til tekstil 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. For en mer generell oversikt, se overordnet oversikt som er tilgjengelig på våre nettsider.

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
	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	🏆
	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	🏆	✓	🏆
	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	🏆	✓	🏆
	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	🏆	✓	🏆
	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
	✓	✓	✓	✓	✓	✓	✓	✓	🌓	✗	🏆	✗	✗
	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	🌓
	✓	✓	✓	✓	✓	🏆	🏆	✓	✓	✗	🏆	✓	✗
	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗

	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





Sertifisering	Avskogingskrav	Sporbarhet	Type verifisering
			
			
			
			
			
			
			
			
			
			







Rangert etter hvor omfattende Etisk handel Norges 13 prinsipper er dekket





1. Tvangsarbeid / slavearbeid



Sertifisering		Kriterier
 <p>Responsible Down Standard (RDS) Version 3.0</p>		<ul style="list-style-type: none"> Ikke dekket
 <p>Responsible Wool Standard (RWS) Version 2.2</p>		<p>SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring</p> <ul style="list-style-type: none"> SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring SW1.1.2 (Recommendations) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p>SW1.2 (Major) The farm shall not engage in or support the use of forced or compulsory labor, including prison labor, as defined in ILO Convention 29.</p> <p>SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p> <ul style="list-style-type: none"> SW1.3.1 The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion. <p>SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul style="list-style-type: none"> 1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p><u>Kilde (s. 44)</u></p>





Sertifisering	Kriterier
 <p data-bbox="147 360 454 416">Responsible Mohair Standard (RMS) Version 1.2</p>	 <p data-bbox="712 256 1615 284">SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring</p> <ul data-bbox="712 296 2051 432" style="list-style-type: none"> • SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring • SW1.1.2 (Recommendations) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p data-bbox="712 440 2069 496">SW1.2 (Major) The farm shall not engage in or support the use of forced or compulsory labor, including prison labor, as defined in ILO Convention 29.</p> <p data-bbox="712 520 2033 576">SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p> <ul data-bbox="712 600 2078 719" style="list-style-type: none"> • SW1.3.1 The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion. <p data-bbox="712 727 2022 783">SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul data-bbox="712 807 2040 863" style="list-style-type: none"> • 1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p data-bbox="712 895 819 919"><u>Kilde (s. 43)</u></p>
 <p data-bbox="147 1126 454 1182">Responsible Alpaca Standard (RAS) Version 1.0</p>	 <p data-bbox="712 1023 1615 1050">SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring</p> <ul data-bbox="712 1062 2051 1198" style="list-style-type: none"> • SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring • SW1.1.2 (Recommendations) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p data-bbox="712 1206 2096 1262">SW1.2 (Major) The farm shall not engage in or support the use of forced or compulsory labor, including prison labor, as defined in ILO Convention 29.</p> <p data-bbox="712 1286 2107 1342">SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p> <ul data-bbox="712 1366 2078 1461" style="list-style-type: none"> • SW1.3.1 The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion.

Sertifisering		Kriterier
		<p>SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul style="list-style-type: none"> • 1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p><u>Kilde (s. 46–47)</u></p>
 <p>Recycled Claim Standard (RCS) Version 2.0</p>		<ul style="list-style-type: none"> • Ikke dekket: <p><i>“The Recycled Claim Standard is intended for use with any product that contains at least 5% Recycled Material. Each stage of production is required to be certified, beginning at the recycling stage and ending at the last seller in the final business-to-business transaction. Material Collection and Material Concentration sites are subject to self-declaration, document collection, and on-site visits. The RCS does not address social or environmental aspects of processing and manufacturing, quality, or legal compliance. The RCS uses the ISO 14021 definition of Recycled Content, with interpretations based on the US Federal Trade Commission Green Guides; the intention is to comply with the most widely recognized and stringent definitions.”</i></p> <p><u>Kilde (s. 5)</u></p>
 <p>Global Recycled Standard (GRS) 4.0</p>		<p>B2.1a All work shall be conducted on a voluntary basis, and not under threat of any penalty or sanctions.</p> <p>B2.1b The use of forced or compulsory labor in all its forms, including prison labor when not in accordance with ILO Convention 29, is prohibited.</p> <p>B2.1c Certified Organizations shall not require workers to make deposits/financial guarantees and shall not retain identity documents (e.g.: passports, identity cards, etc.), nor withhold wages outside a legal contractual agreement.</p> <p>B2.1d Bonded labor is prohibited. Certified Organizations shall not use any form of bonded labor nor permit or encourage workers to incur debt through recruitment fees, fines, or other means.</p> <p>B2.1e Indentured labor is prohibited. Certified Organizations shall respect the right of workers to terminate their employment after reasonable notice. Certified Organizations shall respect the right of workers to leave the workplace after their shift.</p> <p><u>Kilde (s. 19–20)</u></p>



Sertifisering		Kriterier
 <p><u>Organic Content Standard (OCS) 3.0</u></p>		<ul style="list-style-type: none"> Ikke dekket
 <p><u>OEKO-TEX® STeP Edition 01.2023</u></p>		<p>4.4.14 Forced, bonded, indentured and prison labour</p> <p>The facility shall comply with ILO´s core conventions 29 and 105 and all regional, national and international legal requirements regarding forced labour, exploitation, compulsory and prison labour. A policy shall be developed to ensure that employees are not restricted in terms of their personal freedom and are in possession or control of their own identity cards, work permits and travel documents. Any forms of slavery, such as Sumangali, are strictly prohibited. During working hours, personnel and workers shall be allowed to use toilets, drink tap water and take breaks as defined by labour law without fear of disciplinary punishment.</p> <p>The company policy shall strictly prohibit the collection of deposits or security payments during the recruitment process and during further employment. In addition, any support of human trafficking shall be prohibited. Workers shall be free to quit their jobs without contractual penalty if they give reasonable notice. Workers shall have the right to move freely without any restrictions during non-working hours.</p> <p>The facility should operate with a monitoring system to prevent any risk of forced, bonded, indentured and prison labour in the recruitment process. This includes the prohibition of the use of labour brokers.</p> <p>The facility should train workers, managers and directors regarding the prevention of forced, bonded, indentured and prison labour and on contractual labour practices and the applicable legal requirements. Security staff shall receive special training on a regular basis.</p> <p><u>Kilde (s. 52)</u></p>
 <p><u>Oeko-Tex® Standard 100, Edition 02.2023</u></p>		<ul style="list-style-type: none"> Ikke dekket







Sertifisering		Kriterier
 <p data-bbox="134 359 470 414"><u>Global Organic Textile Standard (Gots) Version 7.0</u></p>		<p data-bbox="712 255 1131 279">4.4.2.1 Forced labour shall not be used.</p> <p data-bbox="712 303 2049 359">4.4.2.2 No employee shall be compelled to work under the menace of penalty, including through force or intimidation of any form.</p> <p data-bbox="712 383 2027 438">4.4.2.3 The prohibition of forced labour includes all forms of work or service where the persons have not offered themselves voluntarily, such as servitude bonded, trafficked or indentured labour.</p> <p data-bbox="712 462 2016 558">4.4.2.4 The Certified Entity shall not restrict the Workers' ability to voluntarily end their employment. Workers shall not be required to lodge "deposits" or their identity documents with their employer or a third party. Workers shall be free to leave their employer after a mutually agreed notice period, as stated in the employment contract.</p> <p data-bbox="712 582 2038 638">4.4.2.5 The Certified Entity shall ensure that Workers are not required to pay fees or any other costs for entering or retaining employment.</p> <p data-bbox="712 662 1624 686">4.4.2.6 Workers shall not be forced to use factory-provided lodging or transportation.</p> <p data-bbox="712 726 817 750"><u>Kilde (s. 30)</u></p>
 <p data-bbox="123 965 481 1021"><u>Nordic Ecolabelling for Textiles, hides/skins, and leather Version 5.3</u></p>		<p data-bbox="712 837 2027 893">The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul data-bbox="712 909 2072 1165" style="list-style-type: none"> <li data-bbox="712 909 1176 933">• Relevant national laws and regulations <li data-bbox="712 949 1456 1005">• The International Labour Organisation (ILO) Conventions below: ILO Conventions: <ul data-bbox="750 1021 1467 1053" style="list-style-type: none"> <li data-bbox="750 1021 1467 1053">• Prohibition of forced labour (ILO Conventions Nos. 29 and 105) <li data-bbox="712 1069 2072 1165">• Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p data-bbox="712 1197 851 1220"><u>Kilde (s. 52-53)</u></p>



Sertifisering	Kriterier
 <p>Better Cotton Initiative Version 3.0</p>	 <p>5.1.1 A system is in place to regularly monitor risks and incidents of labour rights violations. In that system:</p> <ul style="list-style-type: none"> • (i) Individual(s) responsible for the monitoring system are clearly identified and farmers and workers are represented in the operation of the monitoring system; • (ii) Where risks are identified, prompt actions are taken to address these and prevent their escalation. <p>5.1.2 All workers have access to impartial, effective and secure channels to raise concerns about rights violations and have these addressed. These mechanisms should use existing, credible grievance mechanisms or other systems where available.</p> <p>5.1.3 Where labour rights violations occur, victims have access to protection and remediation. Confidentiality and safety of victims are protected throughout the process.</p> <p>5.1.4 Workers have access to an impartial, effective and secure complaints hotline or other grievance mechanism. Any victims of labour rights violations can access support and remedy.</p> <p>Criterion 5.4 There is no forced labour, and workers are freely employed.</p> <p>Under Article 2.1 of the ILO Forced Labour Convention, 1930 (No. 29), forced labour is defined as 'all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself [or herself] voluntarily'. These two key dimensions – the menace of penalty and the involuntary nature of the work – are reflected in the four Indicators under this Criterion. These align with the International Labour Organization's (ILO) Indicators of Forced Labour but focus on the most prevalent risk factors in the cotton farming context. Each Indicator under Criterion 5.4 is mapped against the relevant ILO 11 indicators of forced labour.</p> <p>Where potential risks of forced labour are identified, these risks are to be addressed promptly and corrective actions put in place to prevent their re- occurrence. In cases where incidents of forced labour are identified, the Producer must provide secure access to remedy (as per Criterion 5.1).</p> <p>5.4.1 Workers understand and freely agree to:</p> <ul style="list-style-type: none"> * (i) The terms and conditions of work prior to starting (via verbal or written agreements); * (ii) Any changes in conditions or nature of work (for example, overtime). <p>The intent is to ensure workers are freely and fairly employed and are not deceived in the terms and conditions of their work.</p> <p>5.4.2 Recruitment fees or related costs are not collected directly or indirectly (such as through deductions from wages and benefits) from workers by an employer or other third party.</p> <p>5.4.3 Workers do not face threats or menace of penalty at any point during the whole work cycle, beginning from recruitment through to termination. These include, amongst others, withholding of wages or documents, restrictions of movement or threats of violence.</p> <p>5.4.4 Workers are free to leave their job, in line with verbal or written agreements.</p> <p><u>Kilde (s. 62–63, 68–70)</u></p>

Sertifisering		Kriterier
 <p><u>bluesign@Criteria</u> for production sites, Version 3.0</p>		<p>I. Employment is freely chosen in accordance with the Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105)</p> <ul style="list-style-type: none"> • There is neither forced or compulsory labour in the sense of work or service, nor are workers obliged to store their identity papers with their employer. Workers shall be free to terminate their employment after reasonable notice. <p><u>Kilde (s. 6)</u></p>
 <p><u>Cradle To Cradle Certified@</u> <u>Version 4.0</u></p>		<p>8.1 Assessing Risks and Opportunities For the Gold level, high-risk components and raw materials must be identified, including the following de facto high-risk items:</p> <ol style="list-style-type: none"> 1. Materials and components from source countries where there is reason to believe that child labor or forced labor is involved, and 2. Tin, tantalum, tungsten, and gold from conflict-affected and high-risk areas. 3. If new risks are identified, #3–6 above also apply. <p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy. ---- The policy must:</p> <ol style="list-style-type: none"> 1. Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. 2. Include the company’s commitment to support the following (Note: These are the expectations that must be established and are referred to as “required policy elements” in other sections of the standard): <p>....</p> <ol style="list-style-type: none"> c. Elimination of all forms of forced or compulsory labor, or activities that are known to lead to forced labor (e.g., human trafficking), <p>.....</p> <ol style="list-style-type: none"> 3. Be formally approved and signed by a duly empowered officer of the applicant company or by the board of directors. <p>8.3 Monitor and Verify Performance Bronze level: For the applicant company and final manufacturing stage facilities, measure performance against the human rights policy and confirm the completion of corrective actions associated with issues of high concern including child labor, forced labor, corruption/bribery, and immediate threats to life and safety. For any other poor performance issues, plan corrective actions and, at recertification, demonstrate progress on addressing the issues.</p>











Sertifisering	Kriterier
	<p>Silver level: Request data measuring performance against the human rights policy from all high-risk tier 1 suppliers. At recertification, demonstrate continued efforts to obtain performance data and evidence of tracking corrective actions that may be necessary at tier 1 supplier locations.</p> <p>Gold level: For components and raw materials associated with high risk of child labor, forced labor, or support of conflict, specify or certify to a C2CPIL-recognized certification (if available) or equivalent that includes performance requirements aligned with the human rights policy.</p> <p>For the Bronze level:</p> <ul style="list-style-type: none"> • Performance data must be generated and verified by a qualified party. • If identified, the following issues of high concern must be resolved prior to certification or recertification <ul style="list-style-type: none"> • Child labor, • Forced labor, • Corruption/bribery, • Unauthorized subcontracting, • Missing or deficient permits (i.e., business license, building permit, and environmental permit(s) if required by local regulations), • Any immediate threat to life or safety (e.g., poor fire safety, structural safety hazard), and • Denial of access to the facility, workers, or files <p>For the Silver level:</p> <ul style="list-style-type: none"> • Social audit performance data must be requested from all high-risk tier 1 suppliers providing components and materials that are subject to review (as defined in Material Health Section 4.3), including all de facto high-risk suppliers (as defined in Section 8.1). • If data are outdated or not available, the applicant must arrange for a social audit to be conducted. • Audits must be performed by qualified personnel with a social audit credential and no conflicts of interest related to the supplier. • Data must be generated within the past 24 months. • If identified, the following issues of high concern must be resolved prior to certification or recertification,







Sertifisering		Kriterier
		<ul style="list-style-type: none"> • Child labor, • Forced labor, • Corruption/bribery, • Unauthorized subcontracting, • Missing or deficient permits (i.e., business license, building permit, and environmental permit(s) if required by local regulations), • Any immediate threat to life or safety (e.g., poor fire safety, structural safety hazard), and • Denial of access to the facility, workers, or files. <ul style="list-style-type: none"> • Corrective actions must be planned or ongoing for any other poor performance issues identified. At recertification, the applicant must demonstrate progress on: <ul style="list-style-type: none"> • Encouraging suppliers to complete corrective actions, • Tracking whether timelines are adhered to, and • Taking steps to suspend or terminate relationships with suppliers that fail to make progress on remediation. <p>For the Gold level: 1. A C2CPH-recognized certification or an equivalent alternative to certification is required for all de facto high-risk components and raw materials subject to review (as defined for Material Health), if a C2CPH-recognized certification exists and certified material is available. 2. At recertification, if a C2CPH-recognized certification does not exist, or certified material is not available, and the applicant has not been able to institute an alternative, the applicant must: a. Undertake a traceability exercise with the goal of tracking the material from the direct supplier through all stages of processing to initial production or extraction, b. Establish how to mitigate the negative human rights impacts, and c. Participate in a stakeholder initiative actively working to address the issues.</p> <p><u>Kilde (s. 68–71)</u></p>
 <p>Fairtrade Textile Standard</p>		<ul style="list-style-type: none"> • YEAR 0 – Your company does not directly or indirectly engage in, support or tolerate forced labour, including bonded or involuntary prison labour. You must explain this to all workers. • YEAR 0 – Your company does not retain any part of the workers’ salary, benefits, property or documents (e.g., passports) nor require a financial deposit in order to force them to remain in your employment. <p><u>Kilde (s. 22)</u></p>





Sertifisering		Kriterier
 <p>ZQ NATURAL FIBRE Grower Manual Version 5</p>		<p>5.1.1.1 The grower must comply with all applicable National, State and/or Regional Employment Relations Legislation and Guidelines for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.</p> <p>5.1.1.7 The grower must ensure that employees are not forced to work.</p> <p>Kilde (s. 33)</p>
 <p>Sustainable Cape Wool standard</p>		<p>3.2 Human rights, as stipulated in the Bill of Rights of the Constitution of South Africa, shall be supported and protected in line with all core labour rights, as embodied in the principles of the International Labour Organization. This includes, but is not limited to, prohibition of forced labour or child labour. It shall guarantee freedom of association and the right to organize and bargain collectively. No discrimination of any nature will be practiced.</p> <p>Kilde (s. 21)</p>
 <p>Content Claim Standard V3.1</p>		<ul style="list-style-type: none"> Ikke dekket







Sertifisering	Kriterier	
 <p data-bbox="152 389 450 416"><u>EU Ecolabel Textiles products</u></p>		<p data-bbox="712 256 1182 284">5. Corporate Social Responsibility Criteria</p> <p data-bbox="712 292 2063 451">The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <ul style="list-style-type: none"> <li data-bbox="712 507 920 531">029 Forced Labour <li data-bbox="712 555 1447 579">087 Freedom of Association and Protection of the Right to Organise <li data-bbox="712 603 1240 627">098 Right to Organise and Collective Bargaining <li data-bbox="712 651 976 675">100 Equal remuneration <li data-bbox="712 699 1050 722">105 Abolition of Forced Labour <li data-bbox="712 746 1249 770">111 Discrimination (Employment and Occupation) <li data-bbox="712 794 1099 818">155 Occupational safety and health <li data-bbox="712 842 1039 866">138 Minimum Age Convention <li data-bbox="712 890 1256 914">182 Elimination of the Worst Forms of Child Labour <p data-bbox="712 978 2056 1137">These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p data-bbox="712 1169 819 1193"><u>Kilde (s. 25)</u></p>





2. Fagorganisering og kollektive forhandlinger

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW4.1 (Minor) The farm shall operate in accordance with local legislation related to freedom of association and collective bargaining.</p> <p>SW4.2 (Recommendation) Farmers should not discriminate, punish, or penalize in any way workers who choose to organize or collectively bargain.</p> <p><u>Kilde (s. 47)</u></p>
		<p>SW4.1 (Minor) The farm shall operate in accordance with local legislation related to freedom of association and collective bargaining.</p> <p>SW4.2 (Recommendation) Farmers should not discriminate, punish, or penalize in any way workers who choose to organize or collectively bargain.</p> <p><u>Kilde (s. 46)</u></p>
		<p>SW4.1 (Minor) The farm shall operate in accordance with local legislation related to freedom of association and collective bargaining.</p> <p>SW4.2 (Recommendation) Farmers should not discriminate, punish, or penalize in any way workers who choose to organize or collectively bargain.</p> <p><u>Kilde (s. 50)</u></p>
		<ul style="list-style-type: none"> Ikke dekket







Sertifisering		Kriterier
		<p>B2.3a Workers have the right to join or form trade unions or workers' associations of their own choosing and to bargain collectively, without prior authorization from Certified Organizations' management. Certified Organizations shall not interfere with, obstruct or prevent such legitimate activities. Workers shall also have the right to join workers' associations of their own choosing. Certified Organizations shall not interfere with, obstruct or prevent such legitimate activities nor create an atmosphere that is hostile to the formation of unions and workers' association.</p> <p>B2.3b Where the right to freedom of association and collective bargaining is restricted or prohibited under law, Certified Organizations shall not hinder alternative forms of independent and free workers representation and negotiation, in accordance with international labor standards.</p> <p>B2.3c Certified Organizations shall not discriminate against or otherwise penalize worker representatives or trade union members because of their membership in or affiliation with a trade union, or their legitimate trade union activity, in accordance with international labor standards.</p> <p>B2.3d Certified Organizations shall give worker representatives access to the workplace in order to carry out their representative functions, in accordance with international labor standards.</p> <p><u>Kilde (s. 20–21)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.9 Freedom of Association and collective bargaining</p> <p>The facility shall comply with all regionally, nationally and internationally applicable legal requirements regarding the freedom of association and the right to collective bargaining. Workers shall have the right to form, join and organize a union/ collective bargaining. The facility shall encourage workers to nominate and elect a representative to act as a spokesperson for bringing the needs and suggestions of workers to the attention of the management. In countries in which the law prohibits or restricts freedom of association or collective bargaining, the company is not permitted to hinder alternative and legal forms of independent and free worker representation and collective bargaining in compliance with ILO core conventions 87, 98, 135, 154.</p> <p>Regular training on freedom of association, guidelines on the right to collective bargaining, procedures and applicable legal requirements should be provided for all workers. A written management policy shall include all the key figures regarding freedom of association, collective bargaining agreements and related legal provisions. Unions and employee representatives shall have access to all workstations.</p> <p>The management policy shall protect employee representatives and all members of unions or wage agreements from discrimination, harassment, intimidation or retaliation due to their commitment.</p> <p><u>Kilde (s. 48)</u></p>



Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.6.1 Freedom of association and the right to collective bargaining shall be respected.</p> <p>4.4.6.2 Workers, without distinction, have the right to freedom of association, union membership and collective bargaining.</p> <p>4.4.6.3 The Certified Entity adopts an open and supportive attitude towards the activities of trade unions and their organisational activities and does not hinder, prevent or interfere with nor engage in surveillance of those activities.</p> <p>4.4.6.4 The Certified Entity shall provide time and space to Workers and their representatives to organise and engage in collective bargaining.</p> <p>4.4.6.5 If there is no trade union for the Certified Entity's operation, the Certified Entity shall not deny time and resources for Workers to elect representatives. Elected representatives shall have access to Workers and Certified Entity's representatives on</p> <p>4.4.6.6 Workers' representatives have the right to carry out their representative functions free of any act prejudicial to them or threat thereof, including dismissal, intimidation, discrimination, or reprisal. The Certified Entity shall not affect or threaten any such prejudicial act, including dismissal, intimidation, discrimination, harassment, or reprisal against Workers for their union membership or activities.</p> <p>4.4.6.7 Each category of employees can be represented by the elected representative(s) of the corresponding category of employees</p> <p>4.4.6.8 Collective bargaining agreements shall be respected.</p> <p>4.4.6.9 Certified Entity shall display (for example, on a notice board) and communicate (for example, in employment contracts) about Workers' right to freedom of association and collective bargaining.</p> <p>4.4.6.10 Where the right to freedom of association and collective bargaining is restricted under national law, the appropriate channels to ensure a reasonable and independent exercise of such rights must be designed by the Certified Entity. The Certified Entity does not hinder the development of the independent and free association and bargaining. Certified Entity allows their Workers to freely elect representatives with whom the Certified Entity can enter into a dialogue about related issues.</p> <p><u>Kilde (s. 26–27)</u></p>

Sertifisering		Kriterier
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: ILO Conventions: <ul style="list-style-type: none"> • Freedom of association, and protection of the right to organise and to conduct collective bargaining (ILO Conventions Nos. 87, 98, 135 and 154) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52-53)</u></p>
		<p>5.5.1 Farmers and workers are informed about their right to form or join an organisation of their own choosing and to collectively negotiate without interference or threat.</p> <p>All terms agreed upon through an effective collective bargaining process are respected by both parties.</p> <p>5.5.2 There is no interference, discrimination or retaliation against workers related to the establishment or participation in organisations or collective bargaining.</p> <p><u>Kilde (s. 71-72)</u></p>
		<p>II. Freedom of association and the right to collective bargaining are respected in accordance with the Freedom of Association and Protection of the Right to Organise Convention (No. 87) and the Right to Organise and Collective Bargaining Convention (No. 98)</p> <ul style="list-style-type: none"> • For furthering and defending their interests, workers or employers are enabled to form organizations. Also, a worker shall be able to join an organization while being protected against acts of anti-union discrimination in respect of their employment by their employer, that has an open attitude towards the activities of trade unions and their organisational activities. <p><u>Kilde (s. 6)</u></p>









Sertifisering		Kriterier
		<p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <p>.....</p> <ul style="list-style-type: none"> • Freedom of association and collective bargaining, <p>.....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p><u>Kilde (s. 69)</u></p>
		<ul style="list-style-type: none"> • YEAR 0 – There is some form of democratically elected and independent trade union or workers' organization established to represent workers in the company and negotiate with management. Your company respects the self-organization of workers by engaging with representatives of these organizations through regular constructive and supportive dialogue recognizing the imbalance of power whilst workers are strengthening their union and building their capacity to negotiate. • YEAR 0 – All workers have the right to join or form trade unions and to bargain collectively. Your company <ul style="list-style-type: none"> • respects the right of all workers to form or join trade unions; • respects the right of workers to bargain collectively in practice; • accepts that it has a duty to bargain in good faith with unions <p>Workers take the initiative to organize themselves and are allowed to do so independently of management. Management does not interfere in the process, nor directly or indirectly conduct elections related to the formation, recognition or governance of this organization. Your company must not have opposed any of these rights in the last 2 years prior to application for certification.</p>









Sertifisering	Kriterier
	<ul style="list-style-type: none"> • YEAR 0 – Your company does not punish, threaten, intimidate, harass or bribe union members or representatives, nor discriminate against workers for their past or present union membership or activities, and does not base their hiring on not joining or giving up their union membership. Your company does not make any statements or take any actions which interfere with (or seek to influence) any worker's choice to form or join a trade union. • YEAR 1 – Your company actively accepts and promotes the conditions in requirement 3.4.3 and 3.4.4 by signing the Freedom of Association protocol provided by Fairtrade International in Annex 3 to this standard. In case the ownership or senior management of a company changes, the FoA protocol is signed by the new owners/management within 3 months of de facto change. • YEAR 1 – The workers' right to unionise guarantee, which is included in the Freedom of Association protocol, is communicated to workers clearly and effectively by at least: <ul style="list-style-type: none"> • translating it into all relevant languages of the workers; • displaying it publically in the workplaces in a way that all workers have access to it; • ensuring that illiterate workers understand their rights. • YEAR 1 – If no union is present in the workplace, your company displays information and contact details for the local point of contact in the workplace in a way that all workers have access to it and in the languages and pictograms understandable to workers. • YEAR 0 – In situations where workers are not represented by a trade union recognized for collective bargaining with the company, management allows representatives of trade union organizations that represent workers in the textile sector or region to meet with workers on company premises at agreed times. Trade union representatives must be able to inform the workers about trade unions and carry out their duties. Such meetings must take place without management interference or surveillance. Workers may choose to meet with trade union representatives at any location. Times and locations of these agreed meetings are reasonable and management does not interfere in any way with, nor conduct any surveillance of these meetings. • YEAR 0 – Your company allows access to trade union representatives representing workers in your workplace in order to communicate about unionisation and/or to carry out their representative functions at an agreed time and place. These meetings take place without management interference or surveillance. • YEAR 0 – Your company ensures that trade union/elected worker representatives: <ul style="list-style-type: none"> • are able to carry out their functions in the workplace; • have access to all workers in the workplace during working time without interference or the presence of management representatives and at agreed times, on average every three months; • can meet among themselves during regular working hours, at least once a month for one hour; • meet representatives of senior management during working hours at least once every 3 months.





Sertifisering		Kriterier
		<p>Meetings schedules are agreed on between union representatives and management on a regular basis and must be signed and documented. Workers that engage in such meetings are not dismissed for reasons connected to this engagement.</p> <ul style="list-style-type: none"> • YEAR 1 – In countries where a collective bargaining agreement (CBA) is agreed for the textile sector, your company signs and adheres to this agreement. Collective bargaining at the company level may take place even if a sector-wide collective agreement exists, however company level agreements does not provide lesser terms and conditions than the sector-wide agreement. • YEAR 0 – If there is no sectoral or company CBA in place, your company proactively engages in a process to enter into a collective agreement with elected worker representatives. Your company must not refuse any genuine opportunity to bargain collectively with workers. Negotiations must take place with a recognized trade union, or with elected worker representatives in the absence of a trade union, but only where such elected worker representatives are provided for by law and are legally authorized to bargain (see 3.4.1). <p>In cases where workers have freely and specifically decided to not form or join a trade union and are not otherwise legally authorized to collectively bargain, then the collective bargaining requirement is waived. In these situations, the certification body will determine whether there was any intimidation or coercion involved in this decision. The decision cannot be the result of any vote in which management was in any way involved.</p> <p><u>Kilde (s. 24–27)</u></p>
		<p>The programme seeks to:</p> <ul style="list-style-type: none"> • Uphold the freedom of association and the effective recognition of the right to collective bargaining <p><u>Kilde (s. 32)</u></p>
		<p>3.2 Human Rights Human rights, as stipulated in the Bill of Rights of the Constitution of South Africa, shall be supported and protected in line with all core labour rights, as embodied in the principles of the International Labour Organization. This includes, but is not limited to, prohibition of forced labour or child labour. It shall guarantee freedom of association and the right to organize and bargain collectively. No discrimination of any nature will be practiced.</p> <p><u>Kilde (s. 21)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket



Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <ul style="list-style-type: none"> 029 Forced Labour 087 Freedom of Association and Protection of the Right to Organise 098 Right to Organise and Collective Bargaining 100 Equal remuneration 105 Abolition of Forced Labour 111 Discrimination (Employment and Occupation) 155 Occupational safety and health 138 Minimum Age Convention 182 Elimination of the Worst Forms of Child Labour <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>

3. Barnearbeid



Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW2.1 (Major) The farm shall not employ workers under the age of 15 or legal minimum (whichever is higher).</p> <ul style="list-style-type: none"> SW2.1.1 (Major) Workers under the age of 18 shall not be engaged in the worst forms of child labor or hazardous child labor, as defined in ILO Convention No. 182 and Recommendation No. 190. <p>SW2.2 (Major) Farmers may engage their own children in work provided that children shall not be engaged in the worst forms of child labor or hazardous child labor, as defined by the ILO. Work shall not interfere with schooling.</p> <p><u>Kilde (s. 45)</u></p>
		<p>SW2.1 (Major) The farm shall not employ workers under the age of 15 or legal minimum (whichever is higher).</p> <ul style="list-style-type: none"> SW2.1.1 (Major) Workers under the age of 18 shall not be engaged in the worst forms of child labor or hazardous child labor, as defined in ILO Convention No. 182 and Recommendation No. 190. <p>SW2.2 (Major) Farmers may engage their own children in work provided that children shall not be engaged in the worst forms of child labor or hazardous child labor, as defined by the ILO. Work shall not interfere with schooling.</p> <p><u>Kilde (s. 44)</u></p>
		<p>SW2.1 (Major) The farm shall not employ workers under the age of 15 or legal minimum (whichever is higher).</p> <ul style="list-style-type: none"> SW2.1.1 (Major) Workers under the age of 18 shall not be engaged in the worst forms of child labor or hazardous child labor, as defined in ILO Convention No. 182 and Recommendation No. 190. <p>SW2.2 (Major) Farmers may engage their own children in work provided that children shall not be engaged in the worst forms of child labor or hazardous child labor, as defined by the ILO. Work shall not interfere with schooling.</p> <p><u>Kilde (s. 48)</u></p>





Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>B2.2a Certified Organizations shall comply with: i. the national minimum age for employment; ii. or the age of completion of compulsory education; iii. or any otherwise specified exceptions; iv. and shall not employ any person under the age of 15, whichever of these is higher. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention 138, this lower age may apply.</p> <p>B2.2b Certified Organizations shall not recruit child labor nor exploit children in any way. If children are found to be working directly or indirectly for the Certified Organizations, the latter shall seek a sensitive and satisfactory solution that puts the best interests of the child first.</p> <p>B2.2c Certified Organizations shall not employ young workers under 18 years of age at night, or in conditions which compromise their health, their safety or their moral integrity, and/or which harm their physical, mental, spiritual, moral or social development.</p> <p><u>Kilde (s. 20)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.6 Child and juvenile labour</p> <p>Child labour shall be avoided in all the operational activities of the facility and in each sector related to its business activities, including its suppliers and sup contractors. The minimum employment age is 15 years, as per ILO no. 138. If the legal minimum age is higher, the facility shall comply with the regional or national legal requirements. To prevent the worst forms of child labour, the facility shall also comply with ILO no. C182.</p> <p>A written social policy shall be developed concerning responses, remedial measures and communication in the event that workers who are younger than the minimum age are discovered and to implement a prevention system for recruitment and internal audits. This policy shall serve the interests of the child. To avoid any risks of employing children and juveniles below the minimum age, all workers shall prove their age through a valid document such as an ID card, birth certificate or family register. The prevention system should be used to continuously improve recruitment procedures. Training of managers and HR officers alongside local health/social workers and school and educational institution representatives could also help with such improvements.</p>



Sertifisering		Kriterier
		<p>If young workers are employed at the facility, a written policy on the presence and treatment of young workers shall be in place. Juvenile labour is denied as the age group between at least 15 and at most 18 years of age. These workers shall be protected by special working conditions. Workplace conditions with hazardous, toxic and dangerous materials for juvenile labour and work in areas of particularly high risk including night-time work are strictly prohibited. The facility shall comply with all the legal requirements for juvenile labour in relation to the type of work, working hours and occupational safety.</p> <p>At least one person in the facility shall be responsible for all the legal requirements and for taking care of the needs and benefits of young workers. This person is responsible for all the measures to minimise any risk to young workers and to promote benefits, such as welfare programmes. Young workers shall be able to spend a sufficient amount of time per week in school without any wage deductions. The management policy shall prevent overtime for young workers and ensure appropriate working hours that take the legal framework conditions into account. The period of absence from their homes, including transport, working hours and school, shall not exceed 10 hours per day. When using apprenticeship schemes, the obligations to young workers shall be taken seriously and the company shall comply with all the legal requirements. The replacement of regular employment with apprenticeships or other exploitative practices is also prohibited.</p> <p><u>Kilde (s. 44-45)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.3.1 Child labour, regardless of gender, shall not be used.</p> <p>4.4.3.2 If a child below minimum age appears to be employed in the Certified Entity, the Certified Entity shall take all appropriate measures to remove the child from the workplace and to ensure that this child gets appropriate remedy, including actively supporting access to education.</p> <p>4.4.3.3 The Certified Entity shall not employ a Young Worker at night or in conditions that are hazardous to their physical and mental health and development.</p> <p>4.4.3.4 A Young Worker cannot work for more than 8 hours in a day or the applicable domestic legal limit, whichever is lower. Overtime is prohibited, and a minimum consecutive period of 12 hours' rest, as well as customary weekly rest days, shall be provided.</p> <p>4.4.3.5 A Young Worker shall be employed in a manner that allows access to continued education or additional educational opportunities, such as vocational or technical training.</p> <p><u>Kilde (s. 25)</u></p>







Sertifisering	Kriterier
	 <p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: ILO Conventions: <ul style="list-style-type: none"> • Prohibition of child labour (ILO Conventions Nos. 138, 182 and 79 plus ILO Recommendation No. 146) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52-53)</u></p>





Sertifisering	Kriterier												
		<p>5.3.1 Children and young workers carry out only safe and age-appropriate tasks, in accordance with ILO Conventions 138 and 182 and set out in Table 1.</p> <p><i>Table 1</i></p> <table border="1" data-bbox="712 379 2096 1129"> <thead> <tr> <th data-bbox="712 379 1178 435">Age Range</th> <th data-bbox="1178 379 1637 435">Acceptable Nature of Work</th> <th data-bbox="1637 379 2096 435">Prohibited (for all children under 18)</th> </tr> </thead> <tbody> <tr> <td data-bbox="712 435 1178 651"> 15–17 (14–17 in specified countries⁶) If the national minimum age for employment is higher, the national minimum age applies. </td> <td data-bbox="1178 435 1637 651"> <ul style="list-style-type: none"> • Work does not exceed 48 hours/week as a maximum; • Work is safe, age-appropriate and adequate supervision and training is provided. </td> <td data-bbox="1637 435 2096 651"> <ul style="list-style-type: none"> • Any type of hazardous work (work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18)⁷; </td> </tr> <tr> <td data-bbox="712 651 1178 1129"> 13–14 (12–13 in specified countries⁸) </td> <td data-bbox="1178 651 1637 1129"> Where national laws or regulations permit, light work can be carried out, which must: <ul style="list-style-type: none"> • Not exceed 14 hours/week, or the maximum hours of work per day or week as defined by law (whichever is lower); • Not harm the health or development of the child (for example adequate rest is ensured); • Not interfere with education; • Ensure adult supervision for all tasks. </td> <td data-bbox="1637 651 2096 1129"> <ul style="list-style-type: none"> • The worst forms of child labour (including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour). </td> </tr> </tbody> </table> <p>(6) In some countries, the minimum age may be set at 14 (rather than 15) for minimum age for employment and at 12 (rather than 13) for light work. (7) Where local or national regulation provides specific conditions around hazardous work (or conditions for workers under 18), these are to be followed. (8) In some countries, the minimum age may be set at 14 (rather than 15) for minimum age for employment and at 12 (rather than 13) for light work.</p> <p><u>Kilde (s. 66–67)</u></p>			Age Range	Acceptable Nature of Work	Prohibited (for all children under 18)	15–17 (14–17 in specified countries ⁶) If the national minimum age for employment is higher, the national minimum age applies.	<ul style="list-style-type: none"> • Work does not exceed 48 hours/week as a maximum; • Work is safe, age-appropriate and adequate supervision and training is provided. 	<ul style="list-style-type: none"> • Any type of hazardous work (work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18)⁷; 	13–14 (12–13 in specified countries ⁸)	Where national laws or regulations permit, light work can be carried out, which must: <ul style="list-style-type: none"> • Not exceed 14 hours/week, or the maximum hours of work per day or week as defined by law (whichever is lower); • Not harm the health or development of the child (for example adequate rest is ensured); • Not interfere with education; • Ensure adult supervision for all tasks. 	<ul style="list-style-type: none"> • The worst forms of child labour (including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour).
Age Range	Acceptable Nature of Work	Prohibited (for all children under 18)											
15–17 (14–17 in specified countries ⁶) If the national minimum age for employment is higher, the national minimum age applies.	<ul style="list-style-type: none"> • Work does not exceed 48 hours/week as a maximum; • Work is safe, age-appropriate and adequate supervision and training is provided. 	<ul style="list-style-type: none"> • Any type of hazardous work (work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18)⁷; 											
13–14 (12–13 in specified countries ⁸)	Where national laws or regulations permit, light work can be carried out, which must: <ul style="list-style-type: none"> • Not exceed 14 hours/week, or the maximum hours of work per day or week as defined by law (whichever is lower); • Not harm the health or development of the child (for example adequate rest is ensured); • Not interfere with education; • Ensure adult supervision for all tasks. 	<ul style="list-style-type: none"> • The worst forms of child labour (including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour). 											

Sertifisering		Kriterier
		<p>III. Child labour shall not be used, in accordance with the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182)</p> <ul style="list-style-type: none"> • There shall be no new recruitment of child labour. Further, persons younger than 18 years shall not be employed at night or in hazardous conditions. <p><u>Kilde (s. 6)</u></p>
		<p>8.1 Assessing Risks and Opportunities For the Gold level, high-risk components and raw materials must be identified, including the following de facto high-risk items:</p> <ol style="list-style-type: none"> 1. Materials and components from source countries where there is reason to believe that child labor or forced labor is involved, and 2. Tin, tantalum, tungsten, and gold from conflict-affected and high-risk areas. 3. If new risks are identified, #3-6 above also apply. <p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <p>....</p> <ul style="list-style-type: none"> • The abolition of child labor and adequate protections for workers above the legal working age and below age 18, <p>....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p><u>Kilde (s. 68-71)</u></p>







Sertifisering	Kriterier
	 <ul style="list-style-type: none"> • YEAR 0 – Your company does not directly or indirectly (through sub-contracting) employ children under the age of 15 or under the age defined by local law, whichever is higher. • YEAR 0 – Your company does not directly or indirectly (through sub-contracting) employ children under the age of 15 or under the age defined by local law, whichever is higher. • YEAR 0 – Your company does not submit workers directly or indirectly (through subcontracting) less than 18 years of age to any type of work which puts their health, safety or morals, or their school attendance at risk. • YEAR 3 – Your company encourages decent youth employment and offers apprentice/trainee programmes for young workers where possible. The length of the programme, wages and terms are in accordance with national legislation where applicable, or otherwise agreed between management and youth worker representatives. The worker is free to leave the programmes at any time. • A mechanism for monitoring programme achievements and schemes for professional development (req. 3.3.3) is established by your company and monitored by Compliance Committee members and management. • YEAR 3 – A certificate of completion is issued to participants in the youth apprentice programme upon completion. The certificate includes details about the programme, skills learned, and length of participation and is signed by a senior manager. Certificate details follow applicable national legislation where it exists. • YEAR 0 – Your company establishes and implements a Child Labour Policy, which includes a clear statement against child labour and a commitment to adopting a child rights approach to protecting impacted children and remediating their situation. The Child Labour Policy is visibly posted for all workers and communicated to all suppliers and subcontractors as a mandatory component of contract. Your suppliers and subcontractors must comply with the policy • YEAR 0 – If the certification body detects that, in the past, your company or subcontracted operators employed children under 15 years for any type of work, or children under 18 years were Year 0 engaged in dangerous and exploitative work, your company must ensure that those children neither enter nor are 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. Your company develops a rights-based remediation policy and programme within a UN Convention on the Rights of the Child (UNCRC) protective framework that covers how to withdraw the children and how to prevent that they enter into worse forms of labour. This programme should include remediation projects to ensure the immediate and continued protection of children. These projects can include expert partner organizations, preferably locally based. • YEAR 1 – If there is a risk of child labour in any part of your production, you must implement relevant 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 and exploitative work. <p><u>Kilde (s. 22–24)</u></p>





Sertifisering		Kriterier
		<p>5.1.2.1 The grower must comply with all state and country level legislative requirements for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.</p> <p>5.1.2.2 Growers must identify young workers and ensure that appropriate work restrictions are understood by the person responsible for the worker and the worker themselves (employee interview may be required).</p> <p>5.1.2.3 It is recognised that growers may engage their own children in work from time to time. This is permitted under the ZQ programme if children are not to be engaged in child labour or hazardous child labour or as stipulated in regulations at a Country level. Work must not interfere with schooling.</p> <p>5.1.2.4 The farm must not employ workers under the age of 15 or legal Country minimum (whichever is higher).</p> <p>5.1.2.5 Workers under the age of 18 must not be engaged in child labour or hazardous child labour or as stipulated in regulations at a Country level.</p> <p><u>Kilde (s. 34)</u></p>
		<p>3.2 Human Rights Human rights, as stipulated in the Bill of Rights of the Constitution of South Africa, shall be supported and protected in line with all core labour rights, as embodied in the principles of the International Labour Organization. This includes, but is not limited to, prohibition of forced labour or child labour. It shall guarantee freedom of association and the right to organize and bargain collectively. No discrimination of any nature will be practiced.</p> <p><u>Kilde (s. 21)</u></p>
		<ul style="list-style-type: none"> Ikke dekket







Sertifisering		Kriterier
		<p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <p>029 Forced Labour</p> <p>087 Freedom of Association and Protection of the Right to Organise</p> <p>098 Right to Organise and Collective Bargaining</p> <p>100 Equal remuneration</p> <p>105 Abolition of Forced Labour</p> <p>111 Discrimination (Employment and Occupation)</p> <p>155 Occupational safety and health</p> <p>138 Minimum Age Convention</p> <p>182 Elimination of the Worst Forms of Child Labour</p> <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>



4. Diskriminering

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW3.1 (Major) Discrimination, as defined in ILO Convention No. 111, is prohibited.</p> <ul style="list-style-type: none"> SW3.1.1 (Major) Discrimination by employers in hiring, compensation, treatment, or daily activities of any kind is prohibited. SW3.1.2 (Recommendation) Non-discrimination codes of conduct shall be shared with all employees. Employees shall be aware of their rights. <p><u>Kilde (s. 46)</u></p>
		<p>SW3.1 (Major) Discrimination, as defined in ILO Convention No. 111, is prohibited.</p> <ul style="list-style-type: none"> SW3.1.1 (Major) Discrimination by employers in hiring, compensation, treatment, or daily activities of any kind is prohibited. SW3.1.2 (Recommendation) Non-discrimination codes of conduct shall be shared with all employees. Employees shall be aware of their rights. <p><u>Kilde (s. 45)</u></p>
		<p>SW3.1 (Major) Discrimination, as defined in ILO Convention No. 111, is prohibited.</p> <ul style="list-style-type: none"> SW3.1.1 (Major) Discrimination by employers in hiring, compensation, treatment, or daily activities of any kind is prohibited. SW3.1.2 (Recommendation) Non-discrimination codes of conduct shall be shared with all employees. Employees shall be aware of their rights. <p><u>Kilde (s. 49)</u></p>
		<ul style="list-style-type: none"> Ikke dekket









Sertifisering		Kriterier
		<p>B2.4a Certified Organizations shall respect equal opportunities in terms of recruitment, compensation, access to training, promotion, termination or retirement.</p> <p>B2.4b Certified Organizations shall not engage in, support or tolerate discrimination in employment including recruitment, hiring, training, working conditions, job assignments, pay, benefits, promotions, discipline, termination or retirement on the basis of gender, age, religion, marital status, race, caste, social background, diseases, disability, pregnancy, ethnic and national origin, nationality, membership in worker organizations including unions, political affiliation, sexual orientation, or any other personal characteristics.</p> <p>B2.4d Certified Organizations shall base all terms and conditions of employment on an individual's ability to do the job, not on the basis of personal characteristics or beliefs.</p> <p>B2.4e Certified Organizations shall not engage in or tolerate bullying, harassment or abuse of any kind. This shall include the prohibition of physical and psychological discipline.</p> <p>B2.4f Certified Organizations shall establish written disciplinary procedures and shall explain them in clear and understandable terms to their workers. All disciplinary actions shall be recorded.</p> <p><u>Kilde (s. 21–22)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.13 Discrimination</p> <p>The facility shall comply with ILO´s core conventions 110, 111, 159 and all regionally, nationally and internationally applicable legal requirements concerning all forms of discrimination.</p> <p>All workers shall be treated equally and given the same opportunities based on performance and skills, with no discrimination due to race, origin, disability, religion, caste, ethnic background, gender, age, sexual orientation, union or political affiliation or any other personal and physical characteristics. Equal treatment of all employees shall form part of a non-discriminatory employment, recruitment and promotions policy. The facility should encourage and practice diversity in the recruitment of employees. The facility shall pay equal wages regardless of gender, ethnic background or other physical or personal characteristics. Discrimination shall not be tolerated by the employer. The company policy should include a monitoring system for identifying and reviewing any risks of discrimination. Routine surveys should be conducted to assess whether and to what extent the workers feel that they receive fair, equal and satisfactory treatment.</p>



Sertifisering		Kriterier
		<p>If a medical test is required by law (e.g. HIV testing), it is not considered to be discriminatory but shall be documented and monitored. Medical tests for pregnancy during the recruitment process and during the period of employment are strictly prohibited.</p> <p>Workers, managers and directors at the facility should receive regular training in relation to antidiscrimination directives and applicable legal provisions.</p> <p><u>Kilde (s. 51)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.4.1 Discrimination in recruitment and employment practices is prohibited. Decisions about hiring, remuneration, benefits, training opportunities, work assignments, conditions of work, advancement, discipline, and termination or retirement by the Certified Entity shall be based solely on the ability to perform the job rather than based on personal characteristics or beliefs, such as race, national extraction, social background, religion, age, disability, marital status, parental status, association or trade union membership, gender, gender identity, sexual orientation or political opinion.</p> <p>4.4.4.3 The Certified Entity shall encourage confidential reporting of abuse or harsh treatment. The Certified Entity shall treat all incidents seriously and promptly investigate all allegations of discrimination, violence and harassment including sexual harassment. If a claim of harassment or discrimination is proven, the Certified Entity shall apply disciplinary measures, up to and including termination of employment</p> <p>4.4.5.1 The Certified Entity shall endeavour to achieve gender equality through equal, fair, and transparent recruitment, promotion, and reward procedures and practices.</p> <p>4.4.5.2 Equal opportunities shall be provided to all individuals, regardless of their gender, gender identity and sexual orientation, for all aspects of training and professional and personal development.</p> <p>4.4.5.3 The Certified Entity shall protect pregnant women, mothers and their children, including their health and safety.</p> <p>4.4.5.4 The Certified Entity shall prevent dismissals and career setbacks due to pregnancy or maternity leave.</p> <p>4.4.5.5 Women Workers shall be protected against threats of dismissal or any other employment decision that negatively affects their employment status to prevent them from getting married or becoming pregnant.</p> <p>4.4.5.6 Workers with family responsibilities shall be protected against discrimination with respect to engagement in employment or dismissal therefrom.</p> <p><u>Kilde (s. 25–26)</u></p>

Sertifisering		Kriterier
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: <p><i>ILO Conventions:</i></p> <ul style="list-style-type: none"> • No discrimination (ILO Conventions Nos. 100 and 111, UN Convention on the Elimination of All Forms of Discrimination against Women) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52-53)</u></p>
		<p>5.6.1 There is no discrimination in labour practices, including, but not limited to, hiring, tasks, compensation, access to training, promotion, termination or retirement.</p> <p><u>Kilde (s. 72)</u></p>
		<p>III. No discrimination is practised, in accordance with the Equal Remuneration Convention (No. 100) and the Discrimination (Employment and Occupation) Convention (No. 111)</p> <ul style="list-style-type: none"> • There is no form of discrimination, e.g. in hiring, compensation, access to training, promotion, termination or retirement, based on race, caste, ethnic or national origin, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, social background, or any other condition that could give rise to discrimination. <p>IV. Equality of all women in the workforce shall be promoted and pregnancy shall be protected in accordance with the Maternity Protection Convention (No. 183) bluesign® CRITERIA for production sites v 3.0 2020-03 © bluesign technologies ag www.bluesign.com 7 32</p> <ul style="list-style-type: none"> • Women during and after pregnancy shall be ensured appropriate health protection, including a maternity leave of at least 15 weeks, leave in case of illness or complications, medical benefits as well as employment protection and non-discrimination <p><u>Kilde (s. 6)</u></p>











Sertifisering	Kriterier	
		<p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <ul style="list-style-type: none"> • Elimination of discrimination with respect to employment and occupation including, but not limited to, ethnicity-, race- and gender-based discrimination, <p>.....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p>8.11 Fostering a Culture of Social Fairness Foster a diverse, inclusive, and engaged work environment in which social fairness operates as a core part of recruitment, training, remuneration, performance evaluation, and incentive structures.</p> <p>The following are required:</p> <ul style="list-style-type: none"> • Hiring and promotion processes must be evaluated and amended, if needed, to promote inclusivity and equal opportunity. • Access to training on key social issues (i.e., those included in the policy or identified per the risk assessment) must be provided to all executives and employees. • Awareness training on diversity and inclusion, gender equality, and anti-discrimination must be provided to all staff. • Social performance indicators must include ethnicity-, race-, sex- and age-disaggregated data on hiring, compensation, promotion, demotion, training and mentoring for employees of all levels. <p>Exception: If applicable local laws do not permit collection of all or a portion of the required data, the pertinent portion of the requirement is waived.</p>







Sertifisering	Kriterier
	<ul style="list-style-type: none"> • Data must be evaluated for pay equity, including a comparison of the average wages by ethnicity, race, and gender for work of equal value, and the ratio of the compensation of the CEO or equivalent to the median and average wage of a full-time worker. The exception noted in #4 applies. • Pay equity data must be published externally and made publicly accessible. An explanation of differences that may be realized or quantified over time must be included. The exception noted in #4 applies. • Data on violence in the workplace, including gender-based violence, must be documented where it has occurred. • Performance assessments of any executives or employees with designated social responsibilities must include consideration of criteria or metrics derived from the human rights policy and strategy. <ul style="list-style-type: none"> * Social performance results must be considered in compensation packages / incentive plans for top company executives and management with social management or oversight functions (i.e., from C-level executives to business unit and functional heads). • Diversity and equal opportunity employment must be included in the organization's social strategy and implementation. The company must: <ul style="list-style-type: none"> * Conduct an evaluation to understand why differences in representation by ethnicity, race, and gender exist in the boardroom, the workplace, and the first tier of the supply chain. * Develop and implement a plan for remedying any differences that are or may be attributable to unequal opportunity. * Investigate, encourage, and promote equal opportunities for women and racial, ethnic, religious, or economically disadvantaged minorities into supervisory and management roles in the workplace, particularly if they are under-represented in such roles. • Employees must be paid a living wage. This is defined as being paid sufficiently for a standard workweek (i.e., not including overtime) to afford a decent standard of living for their families, inclusive of: food, water, housing, education, health care, transportation, clothing, and other essential needs including savings for unexpected events and some disposable income. • Program(s) must be implemented to regularly engage employees (including other workers on the premises or under the supervision of the company) on the company's social vision and goals, and to identify actions that will help the company to achieve them. <p><u>Kilde (s. 67-68, 76-77)</u></p>







Sertifisering		Kriterier
		<ul style="list-style-type: none"> • YEAR 0 – Your company does not discriminate, support or tolerate discrimination on the basis of race, colour, gender, sexual orientation, disability, marital status, pregnancy, childbirth, disease, age, religion, political opinion, membership in trade union or workers' representative bodies, national extraction or social origin, or any other condition in recruitment, promotion, access to training, remuneration, allocation of work, termination of employment, retirement, general treatment in the workplace, or other activities. <p><u>Kilde (s. 20)</u></p>
		<p>5.1.1.5 The grower must ensure that employees are not discriminated against.</p> <p>4.1.1.14 Growers must respect, acknowledge and adhere to the legal, religious, customary and cultural rights of local communities in relation to land and other resources.</p> <p><u>Kilde (s. 33)</u></p>
		<p>3.2 Human Rights Human rights, as stipulated in the Bill of Rights of the Constitution of South Africa, shall be supported and protected in line with all core labour rights, as embodied in the principles of the International Labour Organization. This includes, but is not limited to, prohibition of forced labour or child labour. It shall guarantee freedom of association and the right to organize and bargain collectively. No discrimination of any nature will be practiced.</p> <p><u>Kilde (s. 21)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket







Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <ul style="list-style-type: none"> 029 Forced Labour 087 Freedom of Association and Protection of the Right to Organise 098 Right to Organise and Collective Bargaining 100 Equal remuneration 105 Abolition of Forced Labour 111 Discrimination (Employment and Occupation) 155 Occupational safety and health 138 Minimum Age Convention 182 Elimination of the Worst Forms of Child Labour <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>









5. Brutal behandling



Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW3.2 (Major) Harassment, verbal abuse, or physical abuse of any kind at any time is prohibited.</p> <ul style="list-style-type: none"> SW3.2.1 (Recommendation) Codes of conduct prohibiting harassment and abuse shall be shared with all employees. Employees should be aware of their rights <p><u>Kilde (s. 46)</u></p>
		<p>SW3.2 (Major) Harassment, verbal abuse, or physical abuse of any kind at any time is prohibited.</p> <ul style="list-style-type: none"> SW3.2.1 (Recommendation) Codes of conduct prohibiting harassment and abuse shall be shared with all employees. Employees should be aware of their rights <p><u>Kilde (s. 45)</u></p>
		<p>SW3.2 (Major) Harassment, verbal abuse, or physical abuse of any kind at any time is prohibited.</p> <ul style="list-style-type: none"> SW3.2.1 (Recommendation) Codes of conduct prohibiting harassment and abuse shall be shared with all employees. Employees should be aware of their rights <p><u>Kilde (s. 49)</u></p>
		<ul style="list-style-type: none"> Ikke dekket

Sertifisering		Kriterier
		<p>B2.4c Certified Organizations shall treat all workers with respect and dignity.</p> <p>B2.4e Certified Organizations shall not engage in or tolerate bullying, harassment or abuse of any kind. This shall include the prohibition of physical and psychological discipline.</p> <p>B2.4f Certified Organizations shall establish written disciplinary procedures and shall explain them in clear and understandable terms to their workers. All disciplinary actions shall be recorded.</p> <p><u>Kilde (s. 22)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.12 Harassment and abuse</p> <p>All employees shall be treated with dignity and respect. The working conditions at the facility shall comply with all regionally, nationally and internationally applicable legal provisions concerning harassment and abuse at the workplace. Neither physical punishment nor wage deductions are permitted as disciplinary measures. Verbal attacks and any form of coercion against the worker are also not permitted. Disciplinary measures shall take into account existing legal provisions and shall be documented in writing (e.g. in the personnel file).</p> <p>A written policy for avoiding physical, psychological, verbal or sexual abuse and harassment (including gestures and touching) shall be compiled. This policy shall also include a preventions system for avoiding harassment and abuse at the workplace, in dormitories of in other areas of the facility. Such conduct shall not be tolerated by the employer. An anonymous complaints system for eliminating harassment and abuse shall be in place. A designated trusted person shall be made available to review anonymous complaints from workers. Such an ombudsperson should be available for each gender.</p> <p>Training on the prevention of harassment and abuse at the workplace and the applicable legal requirements should be conducted for all employees on a regular basis. Prevention also includes the communication of disciplinary measures. A functioning support of welfare programme, such as professional counselling, should be in place for workers who have been the victim of harassment/ abuse. To uncover the risk of harassment and abuse, social compliance audits should be conducted on a regular basis.</p> <p><u>Kilde (s. 50–51)</u></p>





Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.4.2 The Certified Entity shall foster and provide an environment free of harassment and violence, where all individuals are treated with respect and dignity. In particular, the Certified Entity shall operate a zero-tolerance policy for any form of sexual harassment, including sexual and gender-based violence.</p> <p>4.4.4.3 The Certified Entity shall encourage confidential reporting of abuse or harsh treatment. The Certified Entity shall treat all incidents seriously and promptly investigate all allegations of discrimination, violence and harassment including sexual harassment. If a claim of harassment or discrimination is proven, the Certified Entity shall apply disciplinary measures, up to and including termination of employment.</p> <p>4.4.4.4 No Worker shall be subjected to any physical, sexual, psychological, or verbal harassment or abuse or other forms of intimidation as a disciplinary measure.</p> <p>4.4.4.5 The Certified Entity shall have disciplinary procedures in place and shall make sure that they are effectively communicated to the Workers. Information regarding disciplinary procedures shall be explained to the Workers when they enter employment and easily accessible at the workplace.</p> <p><u>Kilde (s. 26)</u></p>
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> Relevant national laws and regulations The International Labour Organisation (ILO) Conventions below: <p><i>ILO Conventions:</i></p> <ul style="list-style-type: none"> No violent treatment – Physical abuse or punishment, and threats of physical abuse are prohibited. The same applies to sexual or other forms of harassment. Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52–53)</u></p>





Sertifisering		Kriterier
		<p>5.9.1 Workers have the right to a workplace free of violence and harassment during the whole work cycle, beginning from recruitment through to termination.</p> <p>5.9.2 Any disciplinary actions are proportionate to the conduct in question, and the system in place includes fair warning principles.</p> <p><u>Kilde (s. 77)</u></p>
		<p>Generally, all bluesign® SYSTEM PARTNERS shall prohibit all forms of physical and verbal abuse, intimidation, sexual harassment and abusive punishment or disciplinary measures.</p> <p><u>Kilde (s. 6)</u></p>
		<p>8.2 Human Rights Policy</p> <p>Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <p>....</p> <ul style="list-style-type: none"> * Elimination of harassment and abuse, <p>....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p><u>Kilde (s. 69)</u></p>





Sertifisering		Kriterier
		<ul style="list-style-type: none"> • YEAR 0 – Your company does not directly or indirectly engage in, support or tolerate the use of corporal punishment, mental or physical coercion, bullying, abuse, or other harassment of any kind. • YEAR 0 – Your company establishes and implements a policy that clearly outlines fair and appropriate disciplinary measures and ensures that workers are aware of this policy. The policy is in line with the principle of non-discrimination (3.1.1) and includes procedures to carry it out. • YEAR 0 – Your company does not directly or indirectly tolerate behaviour, including gestures, language, and physical contact that is sexually intimidating, abusive or exploitative. This applies to management and workers alike • YEAR 0 – Your company establishes and implements a policy that clearly prohibits sexual harassment. Workers are aware of this policy and its contents • YEAR 1 - All disciplinary measures are properly motivated and recorded so that the employee is informed of the reasons for the decision and has the opportunity to file a grievance and seek representation (see requirement 1.4.4 on grievance procedures). • YEAR 1 – Your company keeps a record of all terminated contracts. These records include the company’s reason for termination. <p><u>Kilde (s. 20, 21)</u></p>
		<p>5.1.1.6 The grower must ensure that employees are free from harassment and abuse</p> <p><u>Kilde (s. 33)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket
		<ul style="list-style-type: none"> • Ikke dekket





Sertifisering	Kriterier
	 <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <p>029 Forced Labour</p> <p>087 Freedom of Association and Protection of the Right to Organise</p> <p>098 Right to Organise and Collective Bargaining</p> <p>100 Equal remuneration</p> <p>105 Abolition of Forced Labour</p> <p>111 Discrimination (Employment and Occupation)</p> <p>155 Occupational safety and health</p> <p>138 Minimum Age Convention</p> <p>182 Elimination of the Worst Forms of Child Labour</p> <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>

6. Helse, miljø og sikkerhet

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW7.1 (Major) Infrastructure shall be inspected regularly to ensure the safety of buildings.</p> <ul style="list-style-type: none"> SW7.1.1 (Minor) Fire risk assessment shall be conducted and steps taken to address risks. <p>SW7.2 (Major) Access to clean and potable water shall be provided at the main farm site.</p> <ul style="list-style-type: none"> SW7.2.1 (Recommendation) If risks have been identified, regular testing of water sources should be conducted. <p>SW7.3 (Minor) Facilities for proper hygiene and comfort, including hand-washing facilities, toilets, and a place to store food shall be available at the main farm site.</p> <p>SW7.4 (Major) Potentially hazardous work situations shall be clearly identified and unnecessary risks eliminated.</p> <ul style="list-style-type: none"> SW7.4.1 (Minor) Farmers shall conduct and document a risk assessment of potential health and safety risks and hazards, which is updated on a regular schedule or when new equipment or conditions are introduced and accompanied by preventative and corrective actions to address said risks. SW7.4.2 (Minor) Clear signage shall exist to identify areas or equipment that are potentially hazardous. <p>SW7.5 (Major) Machines shall have clear instructions on safe usage, are maintained to limit hazards, and dangerous parts are guarded or encased.</p> <p>SW7.6 (Recommendation) For hazards that can be minimized through the use of personal protective equipment (PPE), the organization should provide workers with appropriate PPE at no cost to the worker.</p> <p><u>Kilde (s. 50)</u></p>

Sertifisering	Kriterier
	 <p>SW7.1 (Major) Infrastructure shall be inspected regularly to ensure the safety of buildings.</p> <ul style="list-style-type: none"> • SW7.1.1 (Minor) Fire risk assessment shall be conducted and steps taken to address risks. <p>SW7.2 (Major) Access to clean and potable water shall be provided at the main farm site.</p> <ul style="list-style-type: none"> • SW7.2.1 (Recommendation) If risks have been identified, regular testing of water sources should be conducted. <p>SW7.3 (Minor) Facilities for proper hygiene and comfort, including hand-washing facilities, toilets, and a place to store food shall be available at the main farm site.</p> <p>SW7.4 (Major) Potentially hazardous work situations shall be clearly identified and unnecessary risks eliminated.</p> <ul style="list-style-type: none"> • SW7.4.1 (Minor) Farmers shall conduct and document a risk assessment of potential health and safety risks and hazards, which is updated on a regular schedule or when new equipment or conditions are introduced and accompanied by preventative and corrective actions to address said risks. • SW7.4.2 (Minor) Clear signage shall exist to identify areas or equipment that are potentially hazardous. <p>SW7.5 (Major) Machines shall have clear instructions on safe usage, are maintained to limit hazards, and dangerous parts are guarded or encased.</p> <p>SW7.6 (Recommendation) For hazards that can be minimized through the use of personal protective equipment (PPE), the organization should provide workers with appropriate PPE at no cost to the worker.</p> <p><u>Kilde (s. 49)</u></p>
	 <p>SW7.1 (Major) Infrastructure shall be inspected regularly to ensure the safety of buildings.</p> <ul style="list-style-type: none"> • SW7.1.1 (Minor) Fire risk assessment shall be conducted and steps taken to address risks. <p>SW7.2 (Major) Access to clean and potable water shall be provided at the main farm site.</p> <ul style="list-style-type: none"> • SW7.2.1 (Recommendation) If risks have been identified, regular testing of water sources should be conducted. <p>SW7.3 (Minor) Facilities for proper hygiene and comfort, including hand-washing facilities, toilets, and a place to store food shall be available at the main farm site.</p> <p>SW7.4 (Major) Potentially hazardous work situations shall be clearly identified and unnecessary risks eliminated.</p> <ul style="list-style-type: none"> • SW7.4.1 (Minor) Farmers shall conduct and document a risk assessment of potential health and safety risks and hazards, which is updated on a regular schedule or when new equipment or conditions are introduced and accompanied by preventative and corrective actions to address said risks. • SW7.4.2 (Minor) Clear signage shall exist to identify areas or equipment that are potentially hazardous.

Sertifisering		Kriterier
		<p>SW7.5 (Major) Machines shall have clear instructions on safe usage, are maintained to limit hazards, and dangerous parts are guarded or encased.</p> <p>SW7.6 (Recommendation) For hazards that can be minimized through the use of personal protective equipment (PPE), the organization should provide workers with appropriate PPE at no cost to the worker.</p> <p><u>Kilde (s. 53–54)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>Health and safety Provisions under Health and Safety shall be further defined to cater for specific conditions and related hazards pertaining to different industries, in accordance with the relevant applicable Health & Safety principles:</p> <p>B2.5a Certified Organizations shall provide safe and clean conditions in all work and residential facilities and shall establish and follow a clear set of procedures regulating occupational health and safety. Emergency procedures shall be clearly displayed and understandable to all workers, and hazards shall be clearly marked.</p> <p>B2.5b Certified Organizations shall take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Appropriate and effective personal protective equipment shall be provided as needed.</p> <p>B2.5c Certified Organizations shall provide access to adequate medical assistance and facilities. This shall include appropriate first aid (trained staff, adequate equipment and supplies) provided on-site. Management shall have procedures in place to give workers access to medical assistance in case of emergency. Management shall respect national law on medical assistance and first aid. In case of a work-related accident the employer should be responsible to ensure that the worker gets medical assistance; this may mean insurance to cover potential costs.</p> <p>B2.5d Certified Organizations shall provide all workers with access to clean toilet facilities and to drinkable water and, if applicable, sanitary facilities for food preparation and storage.</p> <p>B2.5e Certified Organizations shall ensure that residential facilities for workers, where provided, are clean and safe.</p> <p>B2.5f Certified Organizations shall assign the responsibility for health and safety to a senior management representative.</p> <p>B2.5g Certified Organizations shall provide regular and recorded health and safety training to workers and management, and such training shall be repeated for all new or reassigned workers and management. Relevant training will depend on the operations and level of risk to health and safety.</p>





Sertifisering		Kriterier
		<p>B2.5h Certified Organizations shall provide adequate safeguards against fire, and shall ensure the strength, stability and safety of buildings and equipment, including residential facilities where provided.</p> <p>B2.5i Certified Organizations shall undertake sufficient training of workers and management in waste management, handling and disposal of chemicals and other dangerous materials.</p> <p><u>Kilde (s. 22–23)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.6.2 Workplace safety</p> <p>4.6.2.1 Workplace conditions</p> <p>The facility shall implement controls to prevent hazards and minimise health and safety risk. The capacity planning for the workplaces should take into account maximum personnel capacities to avoid crushes due to panic in the event of incidents. Production and laboratory equipment (machines/apparatus) shall be equipped with an emergency stop button in case of an incident. Vulnerable individuals including – but not restricted to – juvenile workers, young mothers, pregnant women and people with disabilities receive special protection. For personnel who are exposed to specific risks, regular health checks should be carried out.</p> <p>4.6.2.2 Noise</p> <p>Workers shall be provided with effective hearing protection and instructed to use them in situations with a noise emission level above 85 dB(A). Areas with noise emissions at this level shall be clearly and permanently signposted. Measurements in these areas are essential for the reduction of noise emissions, and a noise map should be prepared for the facility that records all the relevant buildings, storage areas and the job descriptions of affected workers. The noise map should preferably contain individual sources of noise emission. Measures planned and introduced to lower the noise emissions of machinery, buildings, etc., should be documented.</p> <p>4.6.2.3 Dust</p> <p>In the event of high levels of dust emission, effective dust protection measures shall be provided and the personnel shall be instructed in their use. Areas with dust emissions (e.g. fibers in spinning mills, dyestuff dust in dyeing plants, etc.) shall be clearly and permanently signposted. To reduce the level of dust emissions, a dust map of the facility shall be prepared that records all the</p>

Sertifisering	Kriterier
	<p>relevant buildings, storage areas and job descriptions of affected workers along with dusty areas, sources of dust and types of dust. Measures planned and introduced to lower the dust emissions of machinery, buildings, etc., shall be documented. The inhalation of cotton dust may lead to respiratory illnesses (e.g. chronic bronchitis, asthma, etc.) and should therefore be limited through the measures stated above in compliance with the PPE requirements and legal requirements. Annex 6 includes a list on this subject with limit value recommendations for dust exposure at the workplace. Organic dusts (such as cotton dust) are flammable and represent a potential risk of explosion. Potential sources of ignition should be avoided during the accumulation or formation of clouds of organic substances. Local and national legal requirements regarding dust emissions at the workplace shall be complied with at all times.</p> <p>4.6.2.4 The “Sandblasting Process”</p> <p>Sandblasting can cause a high level of dust pollution in the work area and cause health problems, and is either conditional or subject to a permit. An air analysis for the parameters of silicon dioxide and crystalline quartz (inhalable fraction) shall be conducted by an independent authorized laboratory/test center to determine which applies. Wherever possible, an alternative procedure is to be considered to improve the air at the workplace. Even the automation of processes shall be considered. The restricted level for respirable crystalline silica for workers is listed in Annex 4.</p> <p>4.6.2.5 Working with chemicals</p> <p>In the case of chemical risks and chemicals that can cause allergic reactions (e.g. dyestuffs containing chromium), technical control equipment such as PPE (e.g. gloves, goggles, aprons, masks, etc.) shall be provided. Tanks and containers that contain hazardous chemicals (e.g. acid or caustic soda) shall be properly marked with warning symbols (e.g. “Wear Goggles, Gloves”, etc.). In addition, tanks and containers that contain chemicals should remain closed at all times. The use of sealed containers and automatic transportation of chemicals (liquids and salts) are of advantage.</p> <p>Chemicals shall be separated based on their hazard level to prevent chemical reactions to the greatest extent possible.</p> <p>All persons working with chemicals shall be trained related to the chemical management system and relevant topics (such as legal aspects, use of chemicals, storage, environmental and safe handling etc.).</p> <p>In case of using volatile organic compounds (VOC, def. See chapter 11.1) in the production processes, measures must be taken to limit the exposure of workers to VOC in the workplaces. This can be done by using personnel protective equipment (individual equipment) e.g. ventilation or a combination of individual and collective protective equipment e.g. ventilation or a combination of individual and collective equipment. MAC (Maximum allowable Concentration) for workplaces must be respected (see 9.4 Health and Safety). Workplace exposure of VOC can be limited by reducing the diffuse VOC can be limited by reducing the diffuse VOC emissions in the storage and workplaces. Diffuse of fugitive VOC emissions are expressed in percentage (%) of the solvent input, based on the solvent mass balance. Diffuse of Fugitive VOC emissions lower than 5% can be considered as good practice.</p>







Sertifisering	Kriterier
	<p>4.6.2.6 Lighting of workplaces If there is a risk of insufficient lighting, workplaces shall be illuminated accordingly and any necessary measures shall be taken. Planning and monitoring of the correct lighting at all workplaces should be maintained. Reference values for Lux (lx) at workplaces are listed in Annex 6.</p> <p>4.6.2.7 Heat stress If there is any risk related to heat stress in hot environments, measures should be defined and introduced in the form of adequate clothing, regulated working hours with defined breaks, ventilation of rooms and, if possible, air conditioning of rooms.</p> <p>4.6.2.8 Personal Protective Equipment (PPE) For the handling of hazardous materials (chemicals, solvents, etc.) and for hazardous workplaces with dust, noise, VOC and odour emissions, personal protective equipment such as gloves, goggles, aprons, dust masks, ear plugs, respiratory masks, etc., shall be provided free of charge. The personnel should be trained in using the equipment correctly. The working conditions and the use and choice of PPE shall be in line with the specifications in the (extended) SDS. Employees working in the area of a wastewater treatment plant with anaerobic processes should carry personal H2S detectors.</p> <p>4.6.2.9 Risk of explosion Flammable liquids like methanol, isopropyl alcohol etc. May form potentially explosive mixtures in the air. Therefore appropriate measures to prevent explosions (e.g. earthing of metal drums and equipment, explosion proof electric installations) shall be taken. Organic dusts (e.g. cotton dust) are combustible and present a potential explosion hazard. Potential ignition should be prevented wherever organic dust accumulate or form clouds.</p> <p>4.6.3 Facility safety</p> <p>4.6.3.1 Building structure All structures within the facility shall be suitable and safe for the planned use and operation. Any located and/or reported weak points, damages, etc. shall be identified and documented and measures have to be taken accordingly. If buildings are changed significantly or if the designated use of a building is going to be changed, a static expert shall be involved to ensure the building structure is suitable for the designated use. Boilers, generators and transformers that require a permit shall be used only in accordance with the conditions of a valid licence. Critical installations such as pressure boilers and steam vessels shall be inspected at least annually by an external testing body or engineer.</p>



Sertifisering	Kriterier
	<p>4.6.3.2 Incidents</p> <p>Any events and incidents shall be documented. The documentation shall include their nature, extent, cause and the corrective measures taken. A staff member shall be nominated and trained appropriately in fire safety to deal with any related problems. Fire protection plans with measures for fire prevention, alarms, firefighting and deployment of the fire department shall be prepared and published. Emergency plans for all possible types of incidents (e.g. fire, accidents, chemical hazards, natural hazards such as floods, earthquakes, etc.) shall be prepared. Access to first aid equipment shall be guaranteed at all times in case of any accident. Escape routes and emergency exits have to be defined and properly marked. Emergency escape route plans (EFEP) shall be posted on various places in the facility. Escape routes and emergency exits shall be inspected at least every month to ensure that they are highlighted and freely accessible. In addition, emergency equipment shall be inspected annually to ensure that it is functional and freely accessible all times. Emergency and evacuation training sessions should be held every three years at minimum. All switch cabinets shall be closed at any time. All platforms, elevator shafts, stairs shall be secured to prevent workers from falling.</p> <p>A disaster plan shall identify areas where incidents may have environmental consequences. Organisational safety measures such as inspections and maintenance of safety devices shall be documented.</p> <p>Workers have the right to leave immediately and without special permission from situations that represent a risk to their health or safety.</p> <p>4.6.3.3 Explosive atmospheres</p> <p>Explosive atmospheres can be caused by flammable gasses, mists or vapours or by combustible dusts (e.g. storage and use of (highly) flammable liquids, battery chargers (exposure of H₂-gas), use of flammable gas during maintenance). If there is enough of the substance, mixed with air, then all it needs is a source of ignition to cause an explosion. Explosions can cause loss of life and serious injuries as well as significant damage. Preventing releases of dangerous substances, which can create explosive atmospheres, and preventing sources of ignition are two widely used ways of reducing the risk. Using the correct equipment can help greatly in this.</p> <p>The facility shall classify areas where explosive atmospheres may occur into zones. The classification given to a particular zone, and its size and location, depends on the likelihood of an explosive atmosphere occurring and its persistence if it does. The classified zone plan shall be used to select the electrical components. Areas classified into zones should be protected from sources of ignition. Equipment and protective systems intended to be used in zone areas should be selected to meet the requirements of the equipment e.g. explosion safe electrical equipment and protective systems intended for use in potentially explosive atmospheres.</p> <p>4.6.4 Risk assessment</p> <p>The identification of risks in the area of health and safety serves the overall safety of the facility and highlights the area in which safety measures must be taken and reinforced. Potential aspects of a risk assessment shall be:</p>

Sertifisering	Kriterier
	<ul style="list-style-type: none"> • Dangerous situations, such as fire and explosions (flammable gases, dust, etc.) • Workplace safety • Employee stress (physical, mental) • Health risks (illnesses, allergies) • Risks due to environmental factors (earthquakes, storms, etc.) <p>4.6.5 Records/Documentation</p> <p>The facility should introduce and maintain a Plan-Do-Check-Act (PDCA) methodology for health and safety systems as per ISO 45001, for example. All activities and documents introduced in the organisation should be maintained and updated.</p> <p>Managements shall define a document on the health and safety policy of the organisation. The health and safety policy should be communicated to all persons who work under the control of the organisation and made available to interested parties.</p> <p>The facility should establish and document procedures for ongoing hazard identification, risk assessment and determination of necessary controls. These procedures should take into account all risks to health and safety, such as work environments, machines, noise, dust, vibration, use of chemicals, work-related stress (physical and psychological) and the use of display screen equipment.</p> <p>The management shall define and document a chart of all the employees responsible for health and safety that identifies at least the following positions: department manager, health and safety manager, person responsible for emergencies, fire extinguishing equipment and first aid, operational health and safety physician and the workers' representative for operational health and safety. Sufficient first aid and fire fighting personnel shall be present during production and maintenance operation.</p> <p>The facility:</p> <ul style="list-style-type: none"> • Shall perform an internal audit with the responsible health and safety staff at least once a year • Should document operational health and safety training activities • Should develop a documented procedure for communicating health and safety policies to contractors and visitors • Should define a process for controlling health and safety documents and records • Shall document health and safety incidents and take appropriate corrective and preventive measures. <p>4.6.5.1 Internal audits (H&S)</p> <p>The health and safety management system should be reviewed in frequent and regular intervals. The facility shall have a procedure and in particular shall have an audit plan/program for determining the suitability of its health and safety system. The key to this is to assess health and safety matters and their effective</p>



Sertifisering		Kriterier
		<p>introduction and implementation. Internal audits of the health and safety system shall be performed annually and according to an audit plan/program containing the main points to be audited within 3 years.</p> <p>A corresponding audit report shall be issued incl. Name(s) of internal auditor(s), findings as well as a corrective and preventive action plan. Whenever possible, photos as evidence should be included. Furthermore it shall be defined who is accountable for ensuring the corrective action and a date for completion of such.</p> <p>4.6.6 Compliance</p> <p>For the protection of workers in relation to the use of chemicals, noise and dust emissions, the national legal requirements shall be complied with. This also includes compliance with the standards ISO 8995 (“Lighting of workplaces”) and ISO 7243 (“Ergonomics of the thermal environment – Assessment of heat stress using the WBGT index”) and standards for vibrations. The aim should be to reduce exposure to below these limit values.</p> <p>The facility shall establish a procedure for identifying and assessing the applicable legal and other health and safety requirements, as well as periodically assess the compliance with these requirements. In addition, objectives regarding compliance with the applicable legal requirements and the reduction of risks in the area of health and safety should be accomplished.</p> <p><u>Kilde (s. 69–75)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.7.1 The Certified Entity shall ensure safe and hygienic working conditions. To ensure safe and hygienic working conditions, the Certified Entity shall put in place an OHS system to detect, assess, avoid and respond to potential threats to the health and safety of Workers.</p> <p>4.4.7.2 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Certified Entity shall regularly identify existing and potential hazards and assess related risks for health and safety.</p> <p>4.4.7.3 The Certified Entity shall provide special protection in relation to health and safety to vulnerable categories of Workers such as – but not limited to – young Workers, new and expecting mothers and persons with disabilities.</p>

Sertifisering	Kriterier
	<p>4.4.7.4 The Certified Entity shall take appropriate steps and implement systems to prevent accidents, injuries and illnesses associated with or occurring in the course of work by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment and following the hierarchy of controls. The Certified Entity shall provide appropriate personal protective equipment to the Workers (including Homeworkers) at no cost to such Workers, and it shall assure that Workers use such equipment whenever necessary.</p> <p>4.4.7.5 Certified Entity shall ensure adequate medical assistance and facilities to Workers in case of medical emergencies and accidents, including by providing adequate first-aid arrangements.</p> <p>4.4.7.6 The Certified Entity shall maintain a Safety Data Sheet (SDS) for all chemical Substances and Preparations used and implement applicable health and safety measures for handling and storing these chemicals.</p> <p>4.4.7.7 The Certified Entity shall take all appropriate measures within its sphere of influence to ensure the stability and safety of the equipment and buildings used, including accommodation Global Organic Textile Standard (GOTS) · Version 7.0 · March 2023 Page 28 of 48 to Workers, where provided, as well as protect against any foreseeable emergency. Workers shall be able to exit the premises in case of imminent danger without seeking permission.</p> <p>4.4.7.8 The Certified Entity shall demonstrate compliance with local fire safety regulations, including the provision of required firefighting equipment.</p> <p>4.4.7.9 The Certified Entity shall make available unrestricted, thus unlocked and unobstructed, access to clearly marked emergency exits and escape routes. Certified Entity shall install and maintain functioning fire alarms on every floor or working area.</p> <p>4.4.7.10 The Certified Entity shall provide training and make safety signs available in the local language and the language(s) spoken by their workforce. The Certified Entity may additionally use pictograms for the safety signs. Workers shall be involved as per the lawdefined mechanisms in the discussions related to occupational health and safety.</p> <p>4.4.7.11 Workers (including Homeworkers and staff) shall receive regular and recorded health and safety training, including fire prevention training and evacuation drills (as relevant), and such training shall be repeated for new or reassigned Workers.</p> <p>4.4.7.12 If the Certified Entity's Facility employs homeworkers, it shall take effective actions to ensure that such Homeworkers are given a level of protection equivalent to that given to the Workers working at the Facility.</p> <p>4.4.7.13 The Certified Entity shall provide and not unreasonably restrict access to functional, clean toilet facilities, free of charge potable water, and, if appropriate, rest areas, food consuming areas and sanitary facilities for food storage.</p> <p>4.4.7.14 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the Workers.</p> <p>4.4.7.15 The Certified Entity shall assign the responsibility for the health and safety requirements to a person or persons at the senior management level</p> <p><u>Kilde (s. 27-28)</u></p>

Sertifisering		Kriterier
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: <p><i>ILO Conventions:</i></p> <ul style="list-style-type: none"> • Workplace health and safety (ILO Convention No. 155 and ILO Recommendation No. 164) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52–53)</u></p>
		<p>5.8.1 Workers are given adequate time and privacy for personal sanitation near the worksite.</p> <p>5.8.2 Workers have regular rest breaks with access to potable water. Where there is a risk of dehydration, heat stroke and related illnesses, access to shade is provided and other measures are implemented to prevent and address these issues.</p> <p>5.8.3 Safety and health risks are identified, and measures are implemented to minimise these risks (including training for farmers, workers and relevant supervisors).</p> <p><u>Kilde (s. 74–76)</u></p>
		<p>6.3.2.5 Occupational health and safety</p> <p>For their suppliers, brands have a program to monitor workplace safety and emergency preparedness.</p> <p>6.3.2.6</p> <p><i>Consumer safety</i></p> <p>For their suppliers, brands have</p> <ul style="list-style-type: none"> • A Restricted Substances List (RSL) that meets the requirements of BLUESIGN; • A smart testing program along with a testing matrix to verify compliance with the RSL. <p>7.1 Operational footprint</p> <ul style="list-style-type: none"> • Complying with all applicable labor, health and safety regulations in the operating hours <p><u>Kilde (s. 6)</u></p>



Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>7.4 Providing Drinking Water, Sanitation, and Hygiene</p> <p>Provide potable drinking water, adequate sanitation, and hygiene to all workers at all final manufacturing stage facilities. ---- The following conditions must be met:</p> <ul style="list-style-type: none"> • Potable water must be dispensed using a clean and accessible method. • An adequate number of toilets per employee must be provided as required by local regulations or international guidelines if local regulations do not exist. The applicant must ensure that sewer and/or portable toilets: <ul style="list-style-type: none"> * Provide privacy at all times (i.e., may be locked from the inside). * Are separate for each gender. Alternatively, toilet facilities will not be occupied by more than one employee at a time, can be locked from the inside, and contain at least one toilet. * If portable toilets are provided, they must be vented and equipped with lighting. * Are accessible to all employees including disabled people and people with reduced mobility wherever current employees require such accommodations. • Handwashing facilities must be located at or adjacent to each toilet facility and must be equipped with one of the following: <ol style="list-style-type: none"> a. Running water and soap. <ul style="list-style-type: none"> * Waterless skin-cleansing agents capable of disinfecting the skin or neutralizing the contaminants to which the employee may be exposed. • A sanitary method of drying hands after washing must be provided. • The applicant must establish and implement a maintenance and cleaning schedule with the goal of ensuring that each toilet and handwashing area is maintained in a clean, sanitary, and serviceable condition (including provision of toilet paper or other hygienic option). • Reasonable access to drinking water, sanitation, and hygiene facilities must be provided (i.e., either freely accessible at any time as needed by employees or, at a minimum, readily available upon request). <p>8.2 Human Rights Policy</p> <p>Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard):





Sertifisering	Kriterier
	<p>...</p> <ul style="list-style-type: none"> * Safe and healthy work, including: * Access to water, sanitation, and hygiene (WASH), <ul style="list-style-type: none"> • Emergency preparation and response, • Hazardous materials handling procedures, • Management systems that address health and safety risks, and • Appropriate building construction, electrical, and fire safety, <p>...</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p>8.3 Monitor and Verify Performance</p> <p>Bronze level: For the applicant company and final manufacturing stage facilities, measure performance against the human rights policy and confirm the completion of corrective actions associated with issues of high concern including child labor, forced labor, corruption/bribery, and immediate threats to life and safety. For any other poor performance issues, plan corrective actions and, at recertification, demonstrate progress on addressing the issues.</p> <p><i>For the Bronze level:</i></p> <ul style="list-style-type: none"> • Performance data must be generated and verified by a qualified party. • If identified, the following issues of high concern must be resolved prior to certification or recertification <ul style="list-style-type: none"> * Child labor, * Forced labor, * Corruption/bribery, * Unauthorized subcontracting, * Missing or deficient permits (i.e., business license, building permit, and environmental permit(s) if required by local regulations), * Any immediate threat to life or safety (e.g., poor fire safety, structural safety hazard), and g. Denial of access to the facility, workers, or files. <p><u>Kilde (s. 57-58, 69-70)</u></p>



Sertifisering	Kriterier
	 <ul style="list-style-type: none"> • YEAR 0 – Your company makes work processes, workplaces, buildings, machinery and equipment on the production site as safe as possible, minimizing any inherent risks by appropriate measures and adequate control. To ensure safety: <ul style="list-style-type: none"> • Systems to detect, avoid, or respond to potential threats to the health and safety of workers are established; • Risk areas and potential hazards are clearly identified by warning signs in appropriate languages and include pictograms if possible; • Safety instructions and procedures including accident prevention and response are in place and communicated to staff; • All hazardous machinery and equipment is equipped with adequate safety devices; • Protective guards are placed over moving parts; • Safety equipment is provided to all workers who must be instructed and monitored in its proper use; • Equipment for chemical use is stored properly. • YEAR 0 – Your company appoints a Health and Safety Officer (H&S Officer) to be in charge of occupational health and safety matters and who reports to senior management. The H&S Officer must be qualified and adequately trained for the job and equipped with adequate time and resources to carry out duties which include: implementing, suggesting, planning and monitoring measures to improve health and safety on the site and informing and training workers on H&S. The H&S Officers' duties must be included in their employment contract. • YEAR 1 – The H&S Officer in your company must meet regularly with the trade union/worker representative(s) of the Compliance Committee to discuss health and safety in the workplace. The CC H&S representative actively communicates with all workers on issues of health and safety and makes suggestions for improvements to the H&S Officer. • YEAR 3 – Your company ensures that regular H&S risk assessments are carried out, and safety measures adapted accordingly. The appointed H&S member of the CC is provided with findings of the risk assessment and suggested measures in order to report back to the CC (see 1.2.1). • YEAR 0 – Properly marked fire exits, escape routes, firefighting equipment and appropriate fire alarms for each working area are required. Fire exits and escape routes are kept clear of obstacles, unlocked, and easily openable at all times when workers are present, allowing for swift and safe exit in case of an emergency. • YEAR 0 – All staff is trained on evacuation procedures, and regular fire safety drills are conducted at least every 6 months and are documented. Evacuation procedures and fire safety drills are conducted according to national legislation where it exists. • YEAR 0 – All information, safety instructions, re-entry intervals and hygiene recommendations regarding hazardous work must be displayed clearly in a visible place in the workplace in the language(s) understood by workers and with pictograms. Instructions must be in line with technical guidelines provided by machinery and production suppliers, MSDS (Material Safety Data Sheets), and local authorities inspections, (e.g., firefighting brigade, labour inspector). MSDS must fulfil internationally recognised standards – REACH Regulation (Annex I Requirements for the compilation of safety data sheets Directive EU 453/2010).

Sertifisering	Kriterier
	<ul style="list-style-type: none"> • YEAR 0 – Your company ensures that all workers and their representatives are trained in the basic requirements of occupational health and safety, relevant health protection and first aid immediately before starting any new job. Regular refresher trainings take place at least once a year. The training includes making workers aware of their right to remove themselves from unsafe situations without being penalized for doing so. Records are kept of these training activities indicating information on topics, time, duration, names of attendees and trainers. • YEAR 0 – Your company ensures that all workers and their representatives are trained in health and safety matters appropriately for their specific job and task. All chemical handlers are thoroughly instructed and trained at regular intervals by a recognised institution or by specialists in the safe application and the risks of chemicals. Safety instructions on the label of chemical products are followed. Workers that are engaged in any potentially hazardous work are trained according to the tasks they carry out at least once every year. Records of these training activities are kept indicating information on topics, time, duration, names of attendees and trainers. Training includes proper handling and storing of hazardous waste. • YEAR 0 – Your company implements an appropriate health and safety policy outlining measures for handling and storing hazardous chemicals. MSDS are maintained for all chemical substances and preparations used. • YEAR 3 – Your company has procedures in place to comply with the Registration, Evaluation, Authorisation and Restriction of chemical (REACH) regulation on the use of chemicals (see requirement 4.1.1) • YEAR 0 – The following persons must not be engaged in any potentially hazardous work: <ul style="list-style-type: none"> • People younger than 18 years • Pregnant or nursing women • People with incapacitated mental conditions; • People with chronic, hepatic or renal diseases, and • People with respiratory diseases are not allowed to handle or work with hazardous chemicals. • YEAR 0 – All working areas must be free of obvious defects and maintained in a safe, clean and, where necessary, hygienic condition at all times. • YEAR 0 – All electrical equipment, wiring and outlets must be properly placed, grounded and inspected for overloading and leakage by a professional on a regular basis. Inspection protocols must be available on site and renewed annually. • YEAR 0 – All workplaces must have adequate lighting, heating, and ventilation and control systems in place for noise, dust and vibration according to legal requirements. • YEAR 0 – Your company provides adequate quality personal protective equipment (PPE) to all workers free of charge and ensures that workers are trained and use the equipment properly. Replacement stock of proper PPE is always available. Visible signs are posted in the work place displaying appropriate PPE required for each work place or working area. Workers always use such equipment and are monitored accordingly.







Sertifisering	Kriterier
	<ul style="list-style-type: none"> • YEAR 0 – Your company provides adequate emergency first aid facilities, equipment and appropriately trained first aid staff to meet all reasonably foreseeable emergency first aid situations. The H&S Officer must check and restock the first aid boxes at least every two months to ensure that all boxes are complete. A reasonable number of workers (in relation to the total number of employees and the nature of their work), must receive regular training in first aid. • YEAR 1 – The H&S Officer must compile reports on all accidents and subsequent first aid measures that occur in the workplace and in company-controlled residences and property. Reports are provided for risk assessments (1.2.1). • YEAR 0 – Your company appoints and identifies to the workforce a Medical Officer responsible for healthcare and protection. The Medical Officer is qualified for the job or trained by local medical authorities, such as a trained nurse or health worker. They are responsible for suggesting, planning and monitoring measures to improve medical care and protection of health within the company. The Medical Officer's duties are included in their employment contract. • YEAR 0 – The Medical Officer must maintain complete continuously-updated documentation on workrelated illness and accidents, and propose actions to reduce these where possible. • YEAR 3 – Your company provides or enables access to free and regular occupational medical care and advice, offered at the workplace at fixed times during working hours, or at the local health centres/hospital. • YEAR 0 – Your company provides appropriate care in case of work-related illness or injury by providing free onsite permanent medical support adequately equipped to deal with accidents or guaranteeing free transportation to the nearest hospital, and follow-up medical treatment. • YEAR 0 – Your company must offer regular examinations and check-ups by a medical doctor to all workers on a voluntary basis at least every three years. Any findings must be communicated to the worker confidentially and in a readily understandable form • YEAR 0 – Workers engaged in handling any potentially hazardous chemicals or other hazardous work must be examined regularly, at least once a year, by a medical doctor. These examinations must be free and confidential to the respective worker. The frequency of examinations depends on the level of exposure to chemicals. Individual health records must be established for workers at risk due the nature of their job. These records must be kept confidential and management must not have access to them. • YEAR 3 – Your company provides suitable rest areas and canteens, with clean and maintained cooking and food storage facilities where necessary and if requested by workers. • YEAR 0 – If meals are provided by the company, it is optional for workers and must be comparable in quality and cost to local conditions.





Sertifisering	Kriterier
	<ul style="list-style-type: none"> • YEAR 0 – If clean toilets with hand t ensured by local authorities, your company provides clean drinking water close to the working area of all workers and clearly labelled drinking water facilities as such in the rest or canteen area. The water quality is monitored by the company and H&S Compliance Committee representative. • YEAR 0 –Your company provides clean toilets with hand washing facilities close by, changing rooms for all workers, and clean showers for workers who handle hazardous chemicals. Lockable storage facilities are provided where requested. <p><u>Kilde (s. 35 –41)</u></p>
	 <p>5.2.1 The grower must understand and comply with legal obligations with respect to health and safety and the effect of any legislative changes on the farm environment and staff for the country in which the wool is produced. In the instance where ZQ programme requirements are more stringent, ZQ programme requirements must be met.</p> <p>5.2.2 A written Occupational Safety plan must be created and made available to all staff and visitors.</p> <p>5.2.3 Employees must be trained on the Occupational Safety Plan and understand the plan. Training records to be completed.</p> <p>5.2.4 Measures must be taken to ensure the property is a safe and healthy workplace by identifying hazards:</p> <ul style="list-style-type: none"> • Applying practical controls to significant hazards. • Ensuring that employees and visitors are aware of hazards. • Ensuring that any machinery or plant that employees use is safe. • Ensuring appropriate licences are obtained for operating machinery. • Having procedures to deal with emergencies that may arise at work. • Recording of incidents and near-misses. <p>5.2.5 Relevant safety equipment must be made available to farm staff and visitors.</p> <p><u>Kilde (s. 35)</u></p>







Sertifisering	Kriterier	
		<p>3.1 Introduction</p> <p>Wool growing as an economic activity shall comply with social and ethical standards applicable to the woolgrower as well as to his/her staff, their dependents and the communities in which the business operates. Social principles which shall be upheld include rights, privileges and obligations, and a system of clear understanding of these issues. Fair labour practices, a safe, hygienic and enjoyable work environment and a commitment to build and sustain good, productive employment relationships to support the strategic business goals of the wool growing enterprise is required.</p> <p>3.3 Labour</p> <p>The employee has the right to provide his/her services in a working environment that is safe, healthy and conducive to general well being. The employer shall have available a set of contingency procedures and access to first aid in the case of emergencies, and to ensure that employees are aware of such procedures to be able to respond timeously and appropriately. The employer is well advised to source assistance to analyze the farming operation from a risk assessment point of view in this regard. Employers shall make provision for their employees to have access to unemployment insurance as per relevant labour legislation, and, if so desired, assistance to join pension/provident fund schemes, and medical aid schemes or other similar plans. Employees have the right of access to comfortable, safe and convenient housing with electricity supply, good sanitation and ablution facilities and other appropriate conveniences.</p> <p><u>Kilde (s. 21–22)</u></p>
		<ul style="list-style-type: none"> Ikke dekket

Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <ul style="list-style-type: none"> 029 Forced Labour 087 Freedom of Association and Protection of the Right to Organise 098 Right to Organise and Collective Bargaining 100 Equal remuneration 105 Abolition of Forced Labour 111 Discrimination (Employment and Occupation) 155 Occupational safety and health 138 Minimum Age Convention 182 Elimination of the Worst Forms of Child Labour <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>





7. Lønn







Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW5.1 (Minor) Workers shall receive wages that comply with local legal minimum wages or collectively bargained wages, whichever is higher.</p> <ul style="list-style-type: none"> SW5.1.1 (Minor) Farmers shall not use consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting obligations to personnel under applicable labor laws and regulations. SW5.1.2 (Minor) Farmers shall pay all wages in legal tender and provide benefits due in a manner convenient to workers, without delay or substitutions e.g. vouchers, coupons, or promissory notes. <p>SW5.2 (Recommendation) Equal pay for equal work should be provided for all workers regardless of gender, work status, religion, political affiliation, nationality, or other factors.</p> <p>SW5.3 (Recommendation) Farmers should provide paid vacation leave for workers and should document said paid leave agreements in employment contracts.</p> <p>SW5.4 (Minor) In-kind benefits (e.g. meals, housing, etc.) may be provided as a portion of wages in compliance with local laws and regulations.</p> <p><u>Kilde (s. 48)</u> >Levelønn er ikke med i ordningen</p>
		<p>SW5.1 (Minor) Workers shall receive wages that comply with local legal minimum wages or collectively bargained wages, whichever is higher.</p> <ul style="list-style-type: none"> SW5.1.1 (Minor) Farmers shall not use consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting obligations to personnel under applicable labor laws and regulations. SW5.1.2 (Minor) Farmers shall pay all wages in legal tender and provide benefits due in a manner convenient to workers, without delay or substitutions e.g. vouchers, coupons, or promissory notes. <p>SW5.2 (Recommendation) Equal pay for equal work should be provided for all workers regardless of gender, work status, religion, political affiliation, nationality, or other factors</p>



Sertifisering		Kriterier
		<p>SW5.3 (Recommendation) Farmers should provide paid vacation leave for workers and should document said paid leave agreements in employment contracts.</p> <p>SW5.4 (Minor) In-kind benefits (e.g. meals, housing, etc.) may be provided as a portion of wages in compliance with local laws and regulations.</p> <p><u>Kilde (s. 47)</u> >Levelønn er ikke med i ordningen</p>
		<p>SW5.1 (Minor) Workers shall receive wages that comply with local legal minimum wages or collectively bargained wages, whichever is higher.</p> <ul style="list-style-type: none"> SW5.1.1 (Minor) Farmers shall not use consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting obligations to personnel under applicable labor laws and regulations. SW5.1.2 (Minor) Farmers shall pay all wages in legal tender and provide benefits due in a manner convenient to workers, without delay or substitutions e.g. vouchers, coupons, or promissory notes. <p>SW5.2 (Recommendation) Equal pay for equal work should be provided for all workers regardless of gender, work status, religion, political affiliation, nationality, or other factors.</p> <p>SW5.3 (Recommendation) Farmers should provide paid vacation leave for workers and should document said paid leave agreements in employment contracts.</p> <p>SW5.4 (Minor) In-kind benefits (e.g. meals, housing, etc.) may be provided as a portion of wages in compliance with local laws and regulations.</p> <p><u>Kilde (s. 51)</u> >Levelønn er ikke med i ordningen</p>
		<ul style="list-style-type: none"> Ikke dekket



Sertifisering		Kriterier
		<p>B2.6a Work performed shall be on the basis of a recognized employment relationship established in compliance with national legislation and practice and international labor standards; whichever affords the greater protection.</p> <p>B2.6b Labor-only contracting, sub-contracting or home-working arrangements, apprenticeship schemes where there is no real intent to impart skills or provide regular employment, excessive use of fixed-term contracts of employment, or any comparable arrangements shall not be used to avoid obligations to workers under labor or social security laws and regulations arising from the regular employment relationship</p> <p>B2.6c Certified Organizations shall compensate their workers by providing wages, overtime pay, benefits and paid leave which respectively meet or exceed legal minimum and/or industry benchmark standards and/or collective agreements, whichever is higher. Wages and compensation for regular working hours shall meet basic needs and provide some discretionary income for workers and their families.</p> <p>B2.6d Certified Organizations shall provide all workers with written and understandable information about their employment conditions, including wages, before they enter into employment; and about details of their wages for the pay period concerned each time that they are paid.</p> <p>B2.6e Certified Organizations shall not make any deductions from wages that are unauthorized or not provided for by national law. Certified Organizations shall not make any deduction from wages as a disciplinary measure.</p> <p>B2.6f The Certified Organizations shall provide all legally required benefits, including paid leave, to all workers.</p> <p>B2.6g Certified Organizations shall always compensate all workers for all overtime at a premium rate, as required by law and, where applicable, by contractual agreement.</p> <p><u>Kilde (s. 23-24)</u> >Levelønn er ikke med i ordningen</p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.7 Wages and non-wage benefits All staff at the facility shall be paid a wage for their work. At minimum, the minimum wage or, if higher, the industrial sector or collectively agreed wage shall be paid, which shall comply with ILO core conventions 26 and 131. Wages and on-wage benefits (including piecework rate) shall comply with all the legal requirements for wages, severance payments and non-wage benefits.</p>

Sertifisering	Kriterier
	<p>The legal requirements cover wage bonuses, overtime, working on weekends and on official public holidays and holiday pay. OEKO-TEX STeP encourages all facilities to pay wages that cover all the basic requirements and costs based on regional needs and requirements while working the regular working hours and without bonus payments. A fair wage for a decent living standard includes remuneration for food (for the worker and his/her family), housing, essential needs (healthcare, clothing transportation, education) and savings for unexpected events. The facility should define a strategy or roadmap how to achieve living wage for employees in the facility with levelling it every year or set targets to achieve it within 3 to 5 years is of advantage. Agreements with buyer (brands) that support living wage benchmarks through pricing or commitment should be part of the strategy/ roadmap. Monitoring living wage in the region of the facility should be considered either internally, or externally following Asia Floor Wage Alliance calculated min. Living wage, Anker Method in partnership with Global Living Wage Coalition, with support from NGO's (e.g. Celan Clothes Campaign), negotiation with union (with or without employers) or together with brands.</p> <p>The social management system at the facility should promote the ongoing monitoring of wages, taking developments in society and local framework conditions into account. The internal monitoring system at the facility should promote a continuous improvement process. This process should be based on collective bargaining agreements (preferably) or other balanced negotiations that take the needs and expenses of workers into account. This regular review shall be conducted by the social compliance officer. The process shall include monitoring of wage-related legal requirements, collective bargaining within the sector and inflation rates. The monitored changes should be incorporation. If the company provides non-wage benefits, equal conditions need to be applied to all workers.</p> <p>Wage deductions as disciplinary measures are prohibited. Wage deductions are permitted only in compliance with national or regional legal provisions. In each case, any wage deductions shall be recorded in writing in the facility personnel file. The facility shall provide a written policy on wages and benefits concerning deductions, minimum wage, welfare and non-wage benefits. This social policy shall also include regulations on shift work and overtime. All workers shall be provided with pay slips that include details of wages, the current payment period, overtime premiums and piece-work rate calculations.</p> <p>All workers should be provided with regular training on non-wage benefits, piecework rates and overtime calculations. Piecework rates shall be set out through achievable and appropriate targets in the written company policy. Social insurance shall be provided to all employees and its contributions and taxes shall be paid through the facility and displayed on the pay slip. Wages shall be paid directly to workers either by cheque, bank transfer or similar. Payment shall be made on defined regular basis (monthly at minimum) and without delay. The facility should provide accident insurance or another compensation system, or the facility shall guarantee and document liability obligations to ensure compensations payments for workers in the event of accidents or injuries.</p> <p><u>Kilde (s. 45-47)</u> >Levelønn er med i ordningen</p>



Sertifisering	Kriterier
	 <ul style="list-style-type: none"> Ikke dekket
	 <p>4.4.8.1 All Workers shall be provided with written and understandable information about their employment conditions compliant with national legal requirements and including remuneration, wages and social benefits legally granted before they enter employment.</p> <p>4.4.8.2 Wages and benefits paid for regular working hours meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event, wages should always be enough to meet basic needs and provide some discretionary income.</p> <p>4.4.8.3 For specified work paid at 'piece rate' (regardless of whether it is undertaken at the employer's Facility or at home), the rate of remuneration shall be comparable to that received by a Worker doing similar work on an hourly basis in the Facility of the Certified Entity. If there is no such Worker, then the remuneration in another Facility in the same field of activity and region concerned can be used as a benchmark by the Certified Entity. Additionally, in any case, the wage of such piece rate Workers must not be less than national legal standards or negotiated wage or industry benchmark standards, whichever is higher.</p> <p>4.4.8.4 Remuneration shall be paid regularly (at least monthly) and promptly. Workers shall be informed about the particulars of their remuneration for the pay period concerned each time that they are paid.</p> <p>4.4.8.5 Workers shall receive remuneration directly in their hand/bank account or in a manner convenient to Workers. Wherever possible, efforts and priority must be given to digital payment. Any digital form of wages is permitted only under the conditions and to the extent prescribed by law or fixed by collective bargaining agreements.</p> <p>4.4.8.6 Withholding of remuneration for payment as a lump sum at the end of a term of employment or training is prohibited.</p> <p>4.4.8.7 Any deductions from remuneration are permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement, whichever affords greater protection. In case of deductions, Workers must have the relevant information regarding the grounds for such deductions communicated to them in advance.</p> <p>4.4.8.8 Overtime shall be paid at a premium rate established by law or through collective bargaining, whichever is higher. The premium rate shall not be less than one and one-quarter times the regular rate. Equivalent leisure time may also be provided as compensation for overtime if permitted by local regulations.</p> <p>4.4.8.9 The Certified Entity shall calculate 'Living Wages' for their respective operations. Furthermore, the Certified Entity shall compare Living Wages data with their remuneration data and calculate the 'Wage Gap' for its Workers.</p> <p>4.4.8.10 The Certified Entity shall develop a plan to cover the Wage Gap and pay the Living Wage to its Workers.</p> <p><u>Kilde (s. 28–29)</u> >Levelønn er med i ordningen</p>

Sertifisering		Kriterier
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: <p><i>ILO Conventions:</i></p> <ul style="list-style-type: none"> • Fair pay (ILO Convention No. 131) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52-53)</u> >Levelønn er ikke med i ordningen</p>
		<p>5.7.1 Workers are paid at least minimum wages as per the statutory national or regional minimum applicable to agriculture or the collectively agreed upon wage. Wages are paid in a fair and timely manner.</p> <p>5.7.2 Workers are paid at least minimum wages, or where local prevailing wages are below the minimum wage, the Producer implements a system to record average wages and takes steps to improve wages over time.</p> <p>6.1.1 The Producer identifies key livelihood focus areas based on engagement with individuals involved in farm- level cotton production and other relevant community- level stakeholders.</p> <p>6.1.2 Based on Indicator 6.1.1, locally relevant measures are taken that deliver improvements against the defined key livelihood focus areas over time.</p> <p><u>Kilde (s. 74, 81)</u> >Levelønn er med i ordningen</p>
		<ul style="list-style-type: none"> • Ikke dekket













Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company’s commitment to support the following (Note: These are the expectations that must be established and are referred to as “required policy elements” in other sections of the standard): <p>...</p> <ul style="list-style-type: none"> * Provision of the legal minimum wage and all legally mandated benefits including employer contributions for social security benefits and services, * Aspirations for the provision of a living wage that covers the necessities for life as defined in its local context (e.g., food, water, housing, health care, education, clothing, transportation, child care, discretionary income), <p>....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p>8.11 Fostering a Culture of Social Fairness The following are required:</p> <ul style="list-style-type: none"> • Data must be evaluated for pay equity, including a comparison of the average wages by ethnicity, race, and gender for work of equal value, and the ratio of the compensation of the CEO or equivalent to the median and average wage of a full-time worker. The exception noted in #4 applies. • Pay equity data must be published externally and made publicly accessible. An explanation of differences that may be realized or quantified over time must be included. The exception noted in #4 applies. <p>....</p> <ul style="list-style-type: none"> • Employees must be paid a living wage. This is defined as being paid sufficiently for a standard workweek (i.e., not including overtime) to afford a decent standard of living for their families, inclusive of: food, water, housing, education, health care, transportation, clothing, and other essential needs including savings for unexpected events and some disposable income. <p><u>Kilde (s. 69, 77)</u> >Levelønn er med i ordningen</p>









Sertifisering	Kriterier
	 <ul style="list-style-type: none"> • Year 0 – Your company must set wages for workers and other conditions of employment according to legal or sectoral CBA regulations where they apply, or at regional average wages or at official minimum wages for similar occupations; whichever is the highest, with the intention of continually increasing salaries (see 3.5.2). Your company must specify wages for all employee functions and employment terms, such as piece-work. • Year 0 – If remuneration (wages and benefits) is below living wage benchmarks approved by Fairtrade International, your company must agree with trade union/workers’ representatives to a timebound plan of maximum six years from certification to increase real wages to close the gap to living wages. Once a living wage is reached, wage increases are expected to continue to keep up with inflation. Negotiations on annual wage increases do not have to take place every year, as long as real wages increase every year. • Year 6 – Your company pays at least a living wage to all workers. • Year 3 – Your company supports sector-wide initiatives on wages, such as industry bargaining and minimum wage processes, to raise wages across the industry, and advocating for wage increases up to a living wage. • Year 0 – Your company offers equal pay for equal work to all workers – permanent, temporary and migrant, without discrimination based on gender or otherwise. This includes equivalent benefits and employment conditions for equal work. <p>3.5.6 Social security</p> <ul style="list-style-type: none"> • Year 0 – Your company provides legal social security, including contributions to a provident fund or pension scheme for all workers, whether permanent, migrant, temporary or seasonal. • Year 0 – In order to ensure transparency and fairness in wage rates, your company must specify wages for all employee functions. • Year 0 – Your company does not make deductions from salaries unless they are permitted by national laws, fixed by a collective bargaining agreement, and the employee has given written consent. If deductions are made from salaries for services provided by the company, the amounts must be in line with the actual costs incurred. Salary deductions must not be used for disciplinary purposes. • Year 0 – Your company makes payments to workers at regularly scheduled intervals in a convenient way for workers, and must document the payments with a clear and understandable payslip containing all necessary information. Workers must sign for payments received in cash. Payments are made in national currency. • Year 0 – For work based on production, quotas and piecework, during normal working hours, your company must pay the equivalent to an average hourly waged work based on a manageable work load. This must not be below the relevant industry average or a proportionate wage based on the living wage benchmark provided for in requirement 3.5.2, whichever is higher. Piece rates must be agreed upon by trade union/worker representatives and calculation documented by technical documentation of the company. Information about this pay rate must be transparent and available for all workers and worker organizations. <p><u>Kilde (s. 28, 29, 30)</u> >Levelønnen er med i ordningen</p>









Sertifisering		Kriterier
		<p>5.1.1.3 The grower must provide evidence of minimum wage being met.</p> <p><u>Kilde (s. 33)</u> >Levelønn er ikke med i ordningen</p>
		<p>In terms of basic conditions of employment legislation, the wool growing employer shall ensure that a contract is in place with his employees, specifying the following:</p> <ul style="list-style-type: none"> • Working hours and responsibilities. • Compensation and timing of reviews and salary increases. • Leave particulars and provisions (sick leave, normal leave and maternity leave) • Conditions of employment termination details. • Any other particulars to ensure a fair and equitable arrangement between employer and employee, consistent with legislation. • Details of grievance and disciplinary procedures to manage and/or prevent conflict in a productive manner. • Details to support development and management of good labour relations. It is important for the woolgrower employer to proactively seek and utilize opportunities for skills development to increase productivity and job satisfaction <p><u>Kilde (s. 21-22)</u> >Levelønn er ikke med i ordningen</p>
		<ul style="list-style-type: none"> • Ikke dekket



Sertifisering	Kriterier
	<div style="text-align: center;">  </div> <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <ul style="list-style-type: none"> 029 Forced Labour 087 Freedom of Association and Protection of the Right to Organise 098 Right to Organise and Collective Bargaining 100 Equal remuneration 105 Abolition of Forced Labour 111 Discrimination (Employment and Occupation) 155 Occupational safety and health 138 Minimum Age Convention 182 Elimination of the Worst Forms of Child Labour <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u> >Levelønn er ikke med i ordningen</p>



8. Arbeidstid







Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<p>B2.7a Certified Organizations shall set working hours that comply with national laws or benchmark industry standards or relevant international standards, whichever affords greater protection to ensure the health, safety and welfare of workers.</p> <p>B2.7b Certified Organizations shall respect that the standard allowable working hours in a week are 48, excluding overtime. Workers shall not on a regular basis be required to work in excess of 48 hours per week.</p> <p>B2.7c Overtime shall be voluntary, shall not exceed 12 hours per week and shall not be requested on a regular basis.</p> <p>B2.7d Certified Organizations shall respect all workers right to breaks during work shifts and to at least one free day following six consecutive days worked, as well as public and annual holidays.</p> <p><u>Kilde (s. 25)</u></p>

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>The facility working times shall comply with all nationally and regionally applicable legal requirements, ILO core conventions 1 and 14 and wage agreements. That includes regular working time, overtime, holiday time, off-season work and public holidays. Workers shall be granted the opportunity to participate in religious holidays. To avoid excessively long working hours, workers shall have at least one day off in seven. Excluding overtime, a working week shall not exceed 48 hours.</p> <p>Overtime shall be worked on a voluntary basis. The assignment of overtime is permitted only as part of a collective bargaining agreement. Overtime shall be paid with a premium and shall not exceed 12 hours per week. Overtime shall be paid at 125% of the regular wage or on the basis of legal requirements or collective bargaining agreements, which is even higher. Due to the yearly low and high season periods, the facility shall set out the maximum working hours during these periods in writing and shall communicate the provisions to the workforce.</p> <p>All employees shall be granted sufficient break periods during their work, including regulations for vulnerable individuals like- but not restricted to- juvenile workers, young mothers, pregnant women. The legal regulations and applicable collective bargaining agreements shall be complied with in this regard.</p> <p>Employees, management and directors should receive training regarding working time directives and the applicable legal provisions. These training sessions should be held on a regular basis. The facility shall nominate a responsible person for all time monitoring key figures and records who has knowledge of the legal provisions.</p> <p><u>Kilde (s. 49–50)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.9.1 Working hours shall comply with national laws, collective bargaining agreements and benchmark industry standards, whichever affords greater protection for the Workers. In any event and at a minimum, the working hours at the Certified Entity shall comply with ILO international framework including the general principles in this sub-section.</p> <p>4.4.9.2 Workers shall not be required to work in excess of 8 hours a day or 48 hours per week on a regular basis (excluding overtime), shall have the right to have rest breaks on every working day and shall be provided with at least 24 consecutive hours of rest within every 7-day period on average.</p> <p>4.4.9.3 Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall not represent a significantly higher likelihood of occupational hazards.</p> <p><u>Kilde (s. 29)</u></p>

Sertifisering		Kriterier
		<p>The licensee must ensure that all processes in the textile manufacturing and processing, such as all dyeing plants, tanneries and cut-make-trim (CMT) factories (e.g., sewing factories) used in the manufacture of the licenced product(s) comply with:</p> <ul style="list-style-type: none"> • Relevant national laws and regulations • The International Labour Organisation (ILO) Conventions below: <p><i>ILO Conventions:</i></p> <ul style="list-style-type: none"> • Working hours (ILO Conventions Nos. 1 and 14) • Certification at the manufacturing Licence: The licensee of the manufacturing licence shall submit either a valid certificate of a SA8000 certification, or other third-party verification of compliance with the requirement. This may be a BSCI audit report. <p><u>Kilde (s. 52-53)</u></p>
		<p>Mentioned in the Indication Guidance, but not as requirements</p>
		<ul style="list-style-type: none"> • Ikke dekket
		<p>8.2 Human Rights Policy Commit to respect human rights, as enshrined in municipal law and internationally recognized human rights standards, through company policy.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <p>...</p> <ul style="list-style-type: none"> * Prevention of excessive working hours, <p>...</p>

Sertifisering	Kriterier
	<p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p><u>Kilde (s. 69)</u></p>
	 <ul style="list-style-type: none"> • YEAR 0 – Your company must comply with applicable national and local legislation and industry standards, and follow CBA agreements regarding working hours and overtime regulations. Your company must not require workers to work in excess of 8 hours per day and 48 hours per week on a regular basis. • YEAR 0 – Your company does not require its workers to work overtime. Overtime is allowable in exceptional circumstances if it is voluntary and not used on a regular basis and does not extend over a period of more than 3 consecutive months. It does not exceed 12 hours per week, or 3 months per year. • YEAR 3 – Overtime for regular production periods must be avoided by putting in place adequate measures to anticipate production peaks and other extraordinary situations. • YEAR 0 – Your company must allow workers at least one day of rest for every 6 consecutive days worked. For shift work common industry practices apply. • YEAR 0 – Your company must compensate overtime in all cases at a premium rate and inform workers of these rates. The premium rate must be paid at a factor (ratio) of 1.5 for work performed on regular workdays, and for work performed on the day of rest, public holidays and night work a premium at a factor of 2 must be paid unless otherwise defined by national legislation, by CBA or by agreements with unions. If overtime is compensated by the allocation of time off work, your company must apply the premium factor • YEAR 0 – Your company must grant and respect meal and work breaks according to national legislation. • YEAR 0 – Your company must follow national legislation regarding regular paid leave • YEAR 3 –Your company must grant all workers at least 2 weeks of paid leave per year at minimum, not including sick and casual leave. Periods of annual leave must be in line with national legislation and/or with agreements detailed in a specific or industry sector CBA, if either of these exceeds 2 weeks. • YEAR 0 – Your company must follow national legislation regarding regular temporary (paid) sick leave.







Sertifisering		Kriterier
		<ul style="list-style-type: none"> • YEAR 3 – Your company has a regulation granting at least 5 days regular (paid) sick leave. The regulation must ensure that workers are protected from being dismissed during temporary sick leave. It must guarantee worker income during sick leave and it must not deduct this leave from annual leave. • YEAR 0 – Your company has a regulation granting at least 5 days paid leave caused by employment injury. The regulation must ensure that workers are protected from being dismissed during temporary leave. It must not deduct this leave from annual leave. • YEAR 1 – Your company has a regulation on disability compensation that ensures that workers sustaining long-term disabilities caused by employment injury are fairly compensated. • YEAR 1 – Your company has a regulation on survivor benefits which ensures that the dependent family members of workers who are killed in an employment-related accident are fairly compensated. • YEAR 0 – Your company must grant its female workers at least eight weeks of maternity leave with compensation consistent with national laws or not less than 2/3 regular pay, whichever is higher, not including annual leave and not incurring any loss or privilege on account of such leave. • YEAR 3 – If maternity leave is less than 12 weeks, your company must increase it by one week each year until 12 weeks is reached, with compensation consistent with requirement 3.5.20. National legislation must be complied with if it exceeds this requirement. • YEAR 0 – Your company must not terminate the employment of a woman during her pregnancy or maternity leave, except on grounds unrelated to the pregnancy or birth of the child. • YEAR 0 – Your company must ensure that pregnant and nursing women do not perform work that may compromise the health of the mother or the child. This includes working during night hours. • YEAR 0 – Your company must grant nursing mothers two or more daily breaks during paid working time, or a daily reduction of hours of work, to breastfeed her child for at least 6 months after the birth. • YEAR 3 – If the period granted for the nursing breaks is less than 12 months, your company must increase the duration of the period for nursing breaks during working time to at least 12 months after the birth. <p><u>Kilde (s. 30–33)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket



Sertifisering	Kriterier	
		<p>1. Working Hours</p> <ul style="list-style-type: none"> Producers are to plan shearing activities in such a manner that shearing teams can work for eight hours in a day and, where appropriate, for at least five days a week. <p>In terms of basic conditions of employment legislation, the wool growing employer shall ensure that a contract is in place with his employees, specifying the following:</p> <ul style="list-style-type: none"> Working hours and responsibilities. Compensation and timing of reviews and salary increases. Leave particulars and provisions (sick leave, normal leave and maternity leave) Conditions of employment termination details. Any other particulars to ensure a fair and equitable arrangement between employer and employee, consistent with legislation. Details of grievance and disciplinary procedures to manage and/or prevent conflict in a productive manner. Details to support development and management of good labour relations. It is important for the woolgrower employer to proactively seek and utilize opportunities for skills development to increase productivity and job satisfaction. <p><u>Kilde (s. 21–22, 25)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <p>029 Forced Labour</p> <p>087 Freedom of Association and Protection of the Right to Organise</p> <p>098 Right to Organise and Collective Bargaining</p> <p>100 Equal remuneration</p>









Sertifisering	Kriterier
	<p>105 Abolition of Forced Labour</p> <p>111 Discrimination (Employment and Occupation)</p> <p>155 Occupational safety and health</p> <p>138 Minimum Age Convention</p> <p>182 Elimination of the Worst Forms of Child Labour</p> <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>

















9. Regulære ansettelser





Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring.</p> <ul style="list-style-type: none"> SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring SW1.1.2 (Recommendation) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p>SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p> <ul style="list-style-type: none"> SW1.3.1 (Major) The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion. <p>SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul style="list-style-type: none"> SW1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p><u>Kilde (s. 44)</u></p>
		<p>SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring.</p> <ul style="list-style-type: none"> SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring SW1.1.2 (Recommendation) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p>SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p>





Sertifisering		Kriterier
		<ul style="list-style-type: none"> • SW1.3.1 (Major) The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion. <p>SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul style="list-style-type: none"> • SW1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. • shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p><u>Kilde (s. 43)</u></p>
		<p>SW1.1 (Major) The farm shall have policies and codes of conduct to ensure fair hiring.</p> <ul style="list-style-type: none"> • SW1.1.1 (Minor) Policies, codes of conduct, and information on grievance mechanisms shall be made available to workers upon hiring • SW1.1.2 (Recommendation) There should be procedures in place to record, track and document, all post-arrival legal requirements for migrant workers. <p>SW1.3 (Major) The farm shall operate in accordance with local laws and not engage in hiring practices that increase risk of forced labor and other human rights abuses.</p> <ul style="list-style-type: none"> • SW1.3.1 (Major) The farm shall not engage in hiring practices which increase the risk of forced labor including, but not limited to, charging fees for recruitment to workers; requiring that workers lodge deposits or security payments; withholding passports, other personal documentation, wages, or benefits; charging for document processing fees; or engaging in intimidation or coercion. <p>SW1.4 (Minor) The farm shall orient all employees to the terms of their contract and provide them contracts in their native language, or a language that is understood by both parties.</p> <ul style="list-style-type: none"> • SW1.4.1 (Minor) The farm shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. • shall maintain a copy of worker contracts in writing, and provide workers timely access to these at their request. <p><u>Kilde (s. 46–47)</u></p>

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>B2.6b Labor-only contracting, sub-contracting or home-working arrangements, apprenticeship schemes where there is no real intent to impart skills or provide regular employment, excessive use of fixed-term contracts of employment, or any comparable arrangements shall not be used to avoid obligations to workers under labor or social security laws and regulations arising from the regular employment relationship.</p> <p><u>Kilde (s.24)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<p>Each employee (incl. Subcontracted workers, home workers etc.) shall receive a written employment contract. The employee shall receive the original contract by his or her first day of work at the latest. This employment contract shall contain the exact terms and conditions of employment, including working times, benefits and remuneration. Legal provisions such as those arising from collective agreements. And ILO core labor standards for employment contracts shall be complied with. In this way, companies endeavor to provide the greatest possible protection for employees. The employer shall ensure that the employee has understood the contract and that the work is performed on the basis of accepted bargaining agreements.</p> <p>The facility shall create a personnel file for each employee on the day of recruitment. It should document participation in internal training sessions, incidents of undisciplined conduct and the measures required as a result.</p> <p>The facility should have a written recruitment and termination policy and a written policy on development programmes and financial benefits. Employees in the HR department and other related departments shall receive regular training to ensure compliance with this policy and regional and national legal requirements. The use of employment agencies in recruitment procedures is prohibited.</p> <p>Recruitment agencies shall be treated as subcontractors and monitored in accordance with this standard. Subcontracted workers from recruitment agencies have the same rights and benefits as to all other workers. The HR department should document and continuously monitor the number of temporary workers, foreign workers and people who work from home. The rate of fluctuation should also be recorded. The facility parental leave periods shall comply with all legal requirements. If there are no applicable legal requirements, the company shall guarantee paid maternity leave as per the framework conditions of ILO 183 and create an internal policy.</p> <p><u>Kilde (s. 47-48)</u></p>









Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.10.1 To every extent possible, work performed shall be on the basis of recognised employment relationships established through and in compliance with national law and practice, and international labour standards, whichever affords greater protection.</p> <p>4.4.10.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, subcontracting, or home-working arrangements, nor through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor through seasonality or contingency work when used to undermine workers' protection. Nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.</p> <p>4.4.11 Migrant Workers</p> <p>4.4.11.1 Equality in treatment shall be provided to Migrant Workers as compared to local Workers who work at the Certified Entity's Facilities. This includes remunerations, conditions of work and terms of employment and other provisions of GOTS Human Rights and Social Criteria.</p> <p>4.4.11.2 The Certified Entity shall not deprive Migrant Workers access to their travel documents</p> <p>4.4.11.3 Migrant Workers shall be provided with a written employment contract - in a language that the Worker understands - with clear information about the terms and conditions of employment including as applicable, duration and hours of employment, deductions, benefits (such as leave and insurance), housing, food, and transportation.</p> <p>4.4.11.4 If food, accommodation, transportation, or other services are provided, they shall be provided at a rate not higher than the market rate.</p> <p>4.4.12 homeworkers</p> <p>4.4.12.1 The Certified Entity shall endeavour to ensure equality of treatment between Homeworkers and Workers working at the Facility, taking into account the special characteristics of homework and, where appropriate, conditions applicable to the same or a similar type of work carried out at the Certified Entity's Facility.</p> <p><u>Kilde (s. 29–30)</u></p>
		<ul style="list-style-type: none"> Ikke dekket

















Sertifisering		Kriterier
		<p>5.4.1 Workers understand and freely agree to:</p> <ul style="list-style-type: none"> • The terms and conditions of work prior to starting (via verbal or written agreements); • Any changes in conditions or nature of work (for example, overtime). <p>The intent is to ensure workers are freely and fairly employed and are not deceived in the terms and conditions of their work.</p> <p>5.4.2 Recruitment fees or related costs are not collected directly or indirectly (such as through deductions from wages and benefits) from workers by an employer or other third party.</p> <p><u>Kilde (s. 69)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket
		<ul style="list-style-type: none"> • Ikke dekket
		<ul style="list-style-type: none"> • YEAR 0 – All regular work must be undertaken by permanent workers. Time-limited contracts and contract labour are permitted during peak periods and under special circumstances. • YEAR 0 – Your company has a legally binding written contract of employment for all workers, including permanent, temporary, seasonal and migrant, signed by worker and employer that includes at least the following: <ul style="list-style-type: none"> • job description; • working hours; • pay rate; • overtime regulation; • social benefits; • entitlements and deductions; • annual paid leave, sick leave, protection of the worker from loss of pay in the case of illness, disability, accident, or loss of life; • and a notice period for termination that is the same as the notice period for the employer.













Sertifisering		Kriterier
		<ul style="list-style-type: none"> • YEAR 0 – Your company must 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. Your company must ensure that all workers are aware of their rights and duties, responsibilities, salaries, and work schedules as part of the legal labour contract. • YEAR 0 – Your company has records of all workers, including contracted workers, that indicate the names of workers, their payment and their working hours. • YEAR 0 – If your company actively recruits workers from other regions within your country or from other countries, your company must pay any recruitment or agency and visa fees incurred. Your company must also pay travel costs for these workers to and from their home country or region at the onset and end of their work period, if the work period is less than one year. • YEAR 0 – If your company provides accommodation (dormitories, housing) for workers, it must be such as to ensure structural safety and reasonable levels of decency, privacy, security and hygiene, and include regular upkeep and improvement to respond to the workers' and their families' basic needs. If sanitary facilities are shared, a reasonable number of toilets and bathing facilities with clean water, per number of users, and according to regional practice, must be available. Accommodation must be located in separate buildings from production areas, storages and warehouses. Accommodation must be optional for workers and if rent is charged it must not exceed local average, or exceed any benchmark set by local government, if available. National or state regulation must be complied with in all cases and regional norms should be considered. <p><u>Kilde (s. 33, 34)</u></p>
		<p>5.1.1.2 The grower must hold signed contracts that include working hours and rate of compensation.</p> <p><u>Kilde (s. 33)</u></p>
		<p>In terms of basic conditions of employment legislation, the wool growing employer shall ensure that a contract is in place with his employees, specifying the following:</p> <ul style="list-style-type: none"> • Working hours and responsibilities. • Compensation and timing of reviews and salary increases. • Leave particulars and provisions (sick leave, normal leave and maternity leave) • Conditions of employment termination details. • Any other particulars to ensure a fair and equitable arrangement between employer and employee, consistent with legislation. • Details of grievance and disciplinary procedures to manage and/or prevent conflict in a productive manner. • Details to support development and management of good labour relations. It is important for the woolgrower employer to proactively seek and utilize opportunities for skills development to increase productivity and job satisfaction. <p><u>Kilde (s. 21–22)</u></p>



Sertifisering	Kriterier	
		<ul style="list-style-type: none"> Ikke dekket
		<p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <p>029 Forced Labour</p> <p>087 Freedom of Association and Protection of the Right to Organise</p> <p>098 Right to Organise and Collective Bargaining</p> <p>100 Equal remuneration</p> <p>105 Abolition of Forced Labour</p> <p>111 Discrimination (Employment and Occupation)</p> <p>155 Occupational safety and health</p> <p>138 Minimum Age Convention</p> <p>182 Elimination of the Worst Forms of Child Labour</p> <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>

10. Marginaliserte befolkningsgrupper





Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW6.1 (Minor) Farms shall acknowledge and adhere to legal rights of communities regarding sites, land, and other resources.</p> <ul style="list-style-type: none"> SW6.1.1 (Minor) Farms shall respect the customary rights and religious and cultural significance to communities of locations and resources. <p>SW6.2 (Recommendation) Free Prior and Informed Consent (FPIC) should be obtained for any activity that may affect the lands, territories, and resources that Indigenous Peoples customarily own, occupy, or otherwise use.</p> <p>SW6.3 (Recommendation) Farms should engage local communities on farm management decisions that risk adversely affecting communities and should engage them on issues which create community concern.</p> <p><u>Kilde (s. 49)</u></p>
		<p>SW6.1 (Minor) Farms shall acknowledge and adhere to legal rights of communities regarding sites, land, and other resources.</p> <ul style="list-style-type: none"> SW6.1.1 (Minor) Farms shall respect the customary rights and religious and cultural significance to communities of locations and resources. <p>SW6.2 (Recommendation) Free Prior and Informed Consent (FPIC) should be obtained for any activity that may affect the lands, territories, and resources that Indigenous Peoples customarily own, occupy, or otherwise use.</p> <p>SW6.3 (Recommendation) Farms should engage local communities on farm management decisions that risk adversely affecting communities and should engage them on issues which create community concern.</p> <p><u>Kilde (s. 48)</u></p>
		<p>SW6.1 (Minor) Farms shall acknowledge and adhere to legal rights of communities regarding sites, land, and other resources.</p> <ul style="list-style-type: none"> SW6.1.1 (Minor) Farms shall respect the customary rights and religious and cultural significance to communities of locations and resources. <p>SW6.2 (Recommendation) Free Prior and Informed Consent (FPIC) should be obtained for any activity that may affect the lands, territories, and resources that Indigenous Peoples customarily own, occupy, or otherwise use.</p> <p>SW6.3 (Recommendation) Farms should engage local communities on farm management decisions that risk adversely affecting communities and should engage them on issues which create community concern.</p> <p><u>Kilde (s. 52)</u></p>

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<p>4.4.1.3 The Certified Entity shall respect human rights. The Certified Entity shall avoid causing, contributing, soliciting, encouraging or supporting human rights abuse through their activities. Further, the Certified Entity shall address any adverse human rights impacts or risks thereof for which they are responsible or with which they are involved.</p> <p>4.4.1.4 This includes that the Certified Entity shall respect the human rights of individuals belonging to specific groups or populations at risk of particular vulnerability and in relation to whom there is particularised protection, including indigenous peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and Migrant Workers and their families.</p>
		<ul style="list-style-type: none"> Ikke dekket
		Mentioned in the Indication Guidance, but not as requirements.

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<p>5.1.1.14 Growers must respect, acknowledge and adhere to the legal, religious, customary and cultural rights of local communities in relation to land and other resources.</p> <p><u>Kilde (s. 33)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket



Sertifisering	Kriterier
	 <p>5. Corporate Social Responsibility Criteria</p> <p>The criteria in this section apply to the cut/make/trim stages of production for textile products. Criterion 26. Fundamental principles and rights at work Applicants shall ensure that the fundamental principles and rights at work as described in the International Labour Organisation's (ILO) Core Labour Standards, the UN Global Compact and the OECD Guidelines for Multi-National Enterprises shall be observed by all cut/make/trim production sites used to manufacture the licensed product(s). For the purpose of verification the following ILO Core Labour Standards shall be referred to:</p> <p>029 Forced Labour</p> <p>087 Freedom of Association and Protection of the Right to Organise</p> <p>098 Right to Organise and Collective Bargaining</p> <p>100 Equal remuneration</p> <p>105 Abolition of Forced Labour</p> <p>111 Discrimination (Employment and Occupation)</p> <p>155 Occupational safety and health</p> <p>138 Minimum Age Convention</p> <p>182 Elimination of the Worst Forms of Child Labour</p> <p>These standards shall be communicated to cut/make/trim production sites used to manufacture the final product. Assessment and verification: the applicant shall demonstrate third party verification of compliance, using independent verification or documentary evidence, including site visits by auditors during the Ecolabel verification process for cut/make/trim production sites in the supply chain for their licensed products. This shall take place upon application and subsequently during the license period if new production sites are introduced.</p> <p><u>Kilde (s. 25)</u></p>

11. Miljø

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>LM1.1 (Major) Land shall not be degraded by overgrazing and/or other management techniques.</p> <ul style="list-style-type: none"> LM1.1.1 (Minor) Soil and land health including forage resources, soil erosion, compaction, organic matter, and any other areas of risk relevant to the farm, shall be addressed through actions and in a written management plan. For Communal Farmer Groups the written management plan for soil, land health, and biodiversity can be prepared at group level. LM1.2 (Major) Soil compaction shall be monitored and managed. LM1.2.1 (Major) Steps shall be taken to prevent or minimize soil compaction and to restore damaged areas. <p>LM1.3 (Major) Soil erosion shall be monitored and managed.</p> <ul style="list-style-type: none"> LM1.3.1 (Major) Steps shall be taken to prevent or minimize soil erosion and to restore damaged areas. LM 1.3.2 Recommendation) The risk of sedimentation of water bodies with soil from fields should be assessed and managed (e.g. erosion control, avoidance of compaction, and riparian buffer strips). <p>LM1.4 (Minor) Soil organic matter shall be monitored and managed.</p> <ul style="list-style-type: none"> LM1.4.1 (Minor) Steps shall be taken to prevent or minimize loss of soil organic matter and to restore damaged areas. <p>LM1.5 (Minor) The farmer shall monitor key indicators of land health.</p> <ul style="list-style-type: none"> LM1.5.1 (Minor) Monitoring sites shall be set for pasture composition and soil degradation. The number and distribution of the monitoring sites shall conform to the RWS Monitoring Guidance document. LM1.5.2. (Minor) Where there is grazing on public lands, the farmer shall demonstrate that that the criteria designated by the permitting authority are met or exceeded. <p>LM1.6 (Major) Hazardous materials shall not be disposed of on the farmland unless specifically allowed by law and it is safe to use the affected land for grazing.</p> <p>LM2.1 (Major) The farm shall develop a Biodiversity Management Plan (BMP) that conserves and enhances biodiversity on and around the farm. For Communal Farmer Groups the written management plan for biodiversity can be prepared at group level.</p> <p>LM2.2 (Minor) Forage resources shall be monitored and grazing will be managed to protect, restore, and enhance the biodiversity value of the farm.</p>

Sertifisering	Kriterier
	<ul style="list-style-type: none"> • LM2.2.1 (Minor) There shall be no grazing of areas important for biodiversity in times of the year when it could have a negative impact on natural ecosystems, native vegetation or on wildlife species. • LM2.2.2 (Minor) Livestock stocking rates and grazing management practices shall be adjusted to avoid negative impacts to areas important for biodiversity (e.g. from overgrazing, compaction, or erosion). • LM2.2.3 (Minor) Livestock stocking rates and grazing management practices shall encourage biodiversity and reflect the importance of native species within pastures. • LM2.2.4 (Minor) Any areas of degraded land shall be identified in the Biodiversity Management Plan, along with appropriate restoration measures. <p>LM2.3 (Minor) The farmer shall monitor and manage invasive alien species of flora or fauna on the farm.</p> <ul style="list-style-type: none"> • LM2.3.1 (Minor) The farmer shall not intentionally introduce any invasive alien species, and shall implement measures to avoid accidental or unintended introduction (e.g. through the transportation of soil, plant materials, water, etc.). • LM2.3.2. (Minor) Where invasive alien species are present on a farm, the farmer shall adopt measures to avoid their spread and eradicate them from natural ecosystems. <p>LM2.4 (Major) Farms shall implement measures to minimize livestock-wildlife conflicts.</p> <ul style="list-style-type: none"> • LM2.4.1. (Minor) The population and behavior of predators shall be monitored. • LM2.4.2. (Recommendation) The farm should adopt proactive co-existence planning to deter predators. • LM2.4.3 (Recommendation) Wildlife corridors or routes used for migration should be maintained, if these are known to exist on the farm. <p>LM2.5 (Major) Hunting, fishing, or gathering of protected, threatened, or endemic plant or animal species is prohibited</p> <p>LM2.6 (Major) Lethal control of predators shall only be used as a measure of last resort, if permitted legally and when carried out humanely.</p> <ul style="list-style-type: none"> • LM2.6.1 (Major) Lethal control shall target the specific, individual animals(s) that is/are creating the conflict. • LM2.6.2 (Major) Lethal control of any animal shall result in instantaneous unconsciousness and death. • LM2.6.3 (Major) Use of poison, leg hold traps, and snares are prohibited. • LM2.6.4 (Major) Lethal control is not permitted for protected, threatened, or endemic predator species. • LM2.6.5 (Minor) Each time lethal control methods are used, a record of all killed animals shall be kept (including date, species, and reason for use of lethal methods). The non-lethal methods to minimize livestock-wildlife conflicts shall be immediately reviewed to identify improvements to avoid further conflict.



Sertifisering	Kriterier
	<p>LM2.8 (Major) Production activities shall not degrade or significantly impact the biodiversity values for which a Protected Area or Key Biodiversity Area are designated.</p> <p>LM2.9 (Minor) Aquatic ecosystems and water bodies shall be conserved and enhanced.</p> <ul style="list-style-type: none"> • LM2.9.1 (Recommendation) River banks should be managed to keep erosion and soil run-off to a minimum. • LM2.9.2 (Recommendation) Riparian ecosystems should be protected and restored, as part of the Biodiversity Management Plan. • LM2.9.3 (Recommendation) Buffer zones should be maintained adjacent to wetlands and watercourses, within which fertilizer, manure and pesticide applications should be restricted. • LM2.9.4 (Minor) Natural wetlands shall not be drained <p>LM3.1 (Major) There shall be a fertilizer management strategy that is reviewed annually.</p> <ul style="list-style-type: none"> • LM3.1.1 (Minor) The strategy shall include calculations of likely crop requirements, taking account of available nutrients in soil, organic manures, composts, and crop residues is in place and be based on the principles of efficiency and reduction of use. <p>LM3.2 (Minor) The farmer shall test and record soil nutrient levels, at intervals relevant to maintaining a healthy vibrant soil.</p> <p>LM3.3 (Minor) Fertilizers applied shall be appropriate and as specific to the situation as possible with minimal side effects.</p> <ul style="list-style-type: none"> • LM3.3.1 (Minor) Manures and fertilizers that can have a negative effect on soil microbial life and/or which contain heavy metals shall not be used. • LM 3.3.2 (Minor) Fertilizers and manures shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones, and natural ecosystems. <p>LM3.4 (Minor) Application methods and equipment that minimize waste and pollution shall be adopted.</p> <ul style="list-style-type: none"> • LM3.4.1 (Minor) Application equipment shall be kept in good working order, cleaned after use, and regularly calibrated. <p>LM4.1 (Major) There shall be an Integrated Pest Management (IPM) plan or strategy that is reviewed annually.</p> <ul style="list-style-type: none"> • LM4.1.1 (Minor) The IPM plan or strategy shall be based on the principles of prevention, observation, monitoring and intervention. The plan shall include the recommended thresholds or triggers to use pesticides where these are available. <p>LM4.2 (Minor) Farmers shall have a monitoring program for crop and pasture.</p> <ul style="list-style-type: none"> • LM4.2.1 (Minor) Decisions to use pesticides shall be based on monitoring and thresholds. <p>LM4.3 (Minor) Biological, physical, and cultural control methods shall be used instead of chemical methods if they provide satisfactory control.</p> <p>LM4.4 (Minor) Pesticides applied shall be appropriate and as specific to the situation as possible with minimal side effects.</p>

Sertifisering	Kriterier
	<ul style="list-style-type: none"> • LM4.4.1 (Minor) Farmers shall apply pesticides in appropriate weather conditions, according to the directions on the label and/or manufacturers' directions, with appropriate and well-maintained equipment. • LM4.4.2 (Minor) Pesticides shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones, and natural ecosystems <p>LM4.5 (Minor) Farmers shall use the minimum amount of pesticides to achieve adequate control of pest burden on their farm.</p> <ul style="list-style-type: none"> • LM4.5.1 (Minor) Prophylactic use of pesticides is prohibited. <p>LM4.6 (Minor) Measures shall be in place the limit the impact of pesticide use.</p> <ul style="list-style-type: none"> • LM4.6.1 (Minor) Farmers shall take care to avoid damage to beneficial organisms • LM4.6.2 (Minor) Risks from pesticide application for human and animal health or the environment shall be minimized. • LM4.6.3 (Minor) Systems shall be in place to ensure that pesticides reach all targeted areas and to minimize losses to non-target areas or the atmosphere. <p>LM4.7 (Minor) Actions shall be taken to avoid pesticide resistance.</p> <p>LM4.8 (Minor) Application records shall be kept for all pesticides that have been used.</p> <p>LM4.9 (Minor) Farmers shall dispose of used pesticide containers safely, or through a collection and recycling program.</p> <ul style="list-style-type: none"> • LM4.9.1 (Minor) Disposal of pesticides (including used sheep dip) in rivers, streams, drains or other surface or ground waters is prohibited. <p><u>Kilde (s. 35–42)</u></p>
	 <p>LM1.1 (Major) Land shall not be degraded by overgrazing and/or other management techniques.</p> <ul style="list-style-type: none"> • LM1.1.1 (Minor) Soil and land health including forage resources, soil erosion, compaction, organic matter, and any other areas of risk relevant to the farm, shall be addressed through actions and in a written management plan. For Communal Farmer Groups the written management plan for soil, land health, and biodiversity can be prepared at group level. <p>LM1.2 (Major) Soil compaction shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.2.1 (Major) Steps shall be taken to prevent or minimize soil compaction and to restore damaged areas. <p>LM1.3 (Major) Soil erosion shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.3.1 (Major) Steps shall be taken to prevent or minimize soil erosion and to restore damaged areas. • LM1.3.2 (Recommendation) The risk of sedimentation of water bodies with soil from fields should be assessed and managed (e.g. erosion control, avoidance of compaction, and riparian buffer strips).

Sertifisering	Kriterier
	<p>LM1.4 (Minor) Soil organic matter shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.4.1 (Minor) Steps shall be taken to prevent or minimize loss of soil organic matter and to restore damaged areas. <p>LM1.5 (Minor) The farmer shall monitor key indicators of land health.</p> <ul style="list-style-type: none"> • LM1.5.1 (Minor) Monitoring sites shall be set for pasture composition and soil degradation. The number and distribution of the monitoring sites shall conform to the RMS Monitoring Guidance document. • LM1.5.2. (Minor) Where there is grazing on public lands, the farmer shall demonstrate that that the criteria designated by the permitting authority are met or exceeded. • LM1.6 (Major) Hazardous materials shall not be disposed of on the farmland unless specifically allowed by law and it is safe to use the affected land for grazing. <p>LM2.1 (Major) The farm shall develop a Biodiversity Management Plan (BMP) that conserves and enhances biodiversity on and around the farm. For Communal Farmer Groups the written management plan for biodiversity can be prepared at group levels.</p> <p>LM2.2 (Minor) Forage resources shall be monitored and grazing will be managed to protect, restore and enhance the biodiversity value of the farm.</p> <ul style="list-style-type: none"> • LM2.2.1 (Minor) There shall be no grazing of areas important for biodiversity in times of the year when it could have a negative impact on natural ecosystems, native vegetation or on wildlife species. • LM2.2.2 (Minor) Livestock stocking rates and grazing management practices shall be adjusted to avoid negative impacts to areas important for biodiversity (e.g. from overgrazing, compaction, or erosion). • LM2.2.3 (Minor) Livestock stocking rates and grazing management practices shall encourage biodiversity and reflect the importance of native species within pastures. • LM2.2.4 (Minor) Any areas of degraded land shall be identified in the Biodiversity Management Plan, along with appropriate restoration measures. <p>LM2.3 (Minor) The farmer shall monitor and manage invasive alien species of flora or fauna on the farm.</p> <ul style="list-style-type: none"> • LM2.3.1 (Minor) The farmer shall not intentionally introduce any invasive alien species, and shall implement measures to avoid accidental or unintended introduction (e.g. through the transportation of soil, plant materials, water etc.). • LM2.3.2. (Minor) Where invasive alien species are present on a farm, the farmer shall adopt measures to avoid their spread and eradicate them from natural ecosystems. <p>LM2.4 (Major) Farms shall implement measures to minimize livestock-wildlife conflicts.</p> <ul style="list-style-type: none"> • LM2.4.1. (Minor) The population and behavior of predators shall be monitored. • LM2.4.2 (Recommendation) The farm should adopt proactive co-existence planning to deter predators. • LM2.4.3 (Recommendation) Wildlife corridors or routes used for migration should be maintained, if these are known to exist on the farm.





Sertifisering	Kriterier
	<p>LM2.5 (Major) Hunting, fishing, or gathering of protected, threatened, or endemic plant or animal species is prohibited.</p> <p>LM2.6 (Major) Lethal control of predators shall only be used as a measure of last resort, if permitted legally and when carried out humanely.</p> <ul style="list-style-type: none"> • LM2.6.1 (Major) Lethal control shall target the specific, individual animals(s) that is/are creating the conflict. • LM2.6.2 (Major) Lethal control of any animal shall result in instantaneous unconsciousness and death. • LM2.6.3 (Major) Use of poison, leg hold traps, and snares are prohibited. • LM2.6.4 (Major) Lethal control is not permitted for protected, threatened, or endemic predator species. • LM2.6.5 (Minor) Each time lethal control methods are used, a record of all killed animals shall be kept (including date, species, and reason for use of lethal methods). The non-lethal methods to minimize livestock-wildlife conflicts shall be immediately reviewed to identify improvements to avoid further conflict. <p>LM2.8 (Major) Production activities shall not degrade or significantly impact the biodiversity values for which a Protected Area or Key Biodiversity Area are designated.</p> <p>LM2.9 (Minor) Aquatic ecosystems and water bodies shall be conserved and enhanced.</p> <ul style="list-style-type: none"> • LM2.9.1 (Recommendation) River banks should be managed to keep erosion and soil run-off to a minimum. • LM2.9.2 (Recommendation) Riparian ecosystems should be protected and restored, as part of the Biodiversity Management Plan. • LM2.9.3 (Recommendation) Buffer zones should be maintained adjacent to wetlands and watercourses, within which fertilizer, manure and pesticide applications should be restricted. • LM2.9.4 (Minor) Natural wetlands shall not be drained. <p>LM3.1 (Major) There shall be a fertilizer management strategy that is reviewed annually.</p> <ul style="list-style-type: none"> • LM3.1.1 (Minor) The strategy shall include calculations of likely crop requirements, taking account of available nutrients in soil, organic manures, composts, and crop residues is in place and be based on the principles of efficiency and reduction of use. <p>LM3.2 (Minor) The farmer shall test and record soil nutrient levels, at intervals relevant to maintaining a healthy vibrant soil.</p> <p>LM3.3 (Minor) Fertilizers applied shall be appropriate and as specific to the situation as possible with minimal side effects.</p> <ul style="list-style-type: none"> • LM3.3.1 (Minor) Manures and fertilizers that can have a negative effect on soil microbial life and/or which contain heavy metals shall not be used. • LM3.3.2 (Minor) Fertilizers and manures shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones, and natural ecosystems. <p>LM3.4 (Minor) Application methods and equipment that minimize waste and pollution shall be adopted.</p>

Sertifisering	Kriterier
	<ul style="list-style-type: none"> • LM3.4.1 (Minor) Application equipment shall be kept in good working order, cleaned after use, and regularly calibrated. LM4.1 (Major) There shall be an Integrated Pest Management (IPM) plan or strategy that is reviewed annually. • LM4.1.1 (Minor) The IPM plan or strategy shall be based on the principles of prevention, observation, monitoring and intervention. The plan shall include the recommended thresholds or triggers to use pesticides where these are available. LM4.2 (Minor) Farmers shall have a monitoring program for crop and pasture. • LM4.2.1 (Minor) Decisions to use pesticides shall be based on monitoring and thresholds. LM4.3 (Minor) Biological, physical, and cultural control methods shall be used instead of chemical methods if they provide satisfactory control. LM4.4 (Minor) Pesticides applied shall be appropriate and as specific to the situation as possible with minimal side effects. • LM4.4.1 (Minor) Producers shall apply pesticides in appropriate weather conditions, according to the directions on the label and/or manufacturers' directions, with appropriate and well-maintained equipment. • LM4.4.2 (Minor) Pesticides shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones and natural ecosystems. LM4.5 (Minor) Farmers shall use the minimum amount of pesticides to achieve adequate control of pest burden on their farm. • LM4.5.1 (Minor) Prophylactic use of pesticides is prohibited. LM4.6 (Minor) Measures shall be in place to limit the impact of pesticide use. • LM4.6.1 (Minor) Farmers shall take care to avoid damage to beneficial organisms. • LM4.6.2 (Minor) Risks from pesticide application for human and animal health or the environment shall be minimized. • LM4.6.3 (Minor) Systems shall be in place to ensure that pesticides reach all targeted areas and to minimize losses to non-target areas or the atmosphere. LM4.7 (Minor) Actions shall be taken to avoid pesticide resistance. LM4.8 (Minor) Application records shall be kept for all pesticides that have been used. LM4.9 (Minor) Farmers shall dispose of used pesticide containers safely, or through a collection and recycling program. • LM4.9.1 (Minor) Disposal of pesticides (including used dip) in rivers, streams, drains or other surface or ground waters is prohibited. <p><u>Kilde (s. 34–41)</u></p>

Sertifisering	Kriterier
	 <p>LM1.1 (Major) Land shall not be degraded by overgrazing and/or other management techniques.</p> <ul style="list-style-type: none"> • LM1.1.1 (Minor) Soil and land health including forage resources, soil erosion, compaction, organic matter, and any other areas of risk relevant to the farm, shall be addressed through actions and in a written management plan. For Communal Farmer Groups the written management plan for soil, land health, and biodiversity can be prepared at group level. <p>LM1.2 (Major) Soil compaction shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.2.1 (Major) Steps shall be taken to prevent or minimize soil compaction and to restore damaged areas. <p>LM1.3 (Major) Soil erosion shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.3.1 (Major) Steps shall be taken to prevent or minimize soil erosion and to restore damaged areas. • LM1.3.2 (Recommendation) The risk of sedimentation of water bodies with soil from fields should be assessed and managed (e.g. erosion control, avoidance of compaction, and riparian buffer strips). <p>LM1.4 (Minor) Soil organic matter shall be monitored and managed.</p> <ul style="list-style-type: none"> • LM1.4.1 (Minor) Steps shall be taken to prevent or minimize loss of soil organic matter and to restore damaged areas. <p>LM1.5 (Minor) The farmer shall monitor key indicators of land health.</p> <ul style="list-style-type: none"> • LM1.5.1 (Minor) Monitoring sites shall be set for pasture composition and soil degradation. The number and distribution of the monitoring sites shall conform to the RMS Monitoring Guidance document. • LM1.5.2. (Minor) Where there is grazing on public lands, the farmer shall demonstrate that that the criteria designated by the permitting authority are met or exceeded. • LM1.6 (Major) Hazardous materials shall not be disposed of on the farmland unless specifically allowed by law and it is safe to use the affected land for grazing. <p>LM2.1 (Major) The farm shall develop a Biodiversity Management Plan (BMP) that conserves and enhances biodiversity on and around the farm. For Communal Farmer Groups the written management plan for biodiversity can be prepared at group levels.</p> <p>LM2.2 (Minor) Forage resources shall be monitored and grazing will be managed to protect, restore and enhance the biodiversity value of the farm.</p> <ul style="list-style-type: none"> • LM2.2.1 (Minor) There shall be no grazing of areas important for biodiversity in times of the year when it could have a negative impact on natural ecosystems, native vegetation or on wildlife species. • LM2.2.2 (Minor) Livestock stocking rates and grazing management practices shall be adjusted to avoid negative impacts to areas important for biodiversity (e.g. from overgrazing, compaction, or erosion). • LM2.2.3 (Minor) Livestock stocking rates and grazing management practices shall encourage biodiversity and reflect the importance of native species within pastures. • LM2.2.4 (Minor) Any areas of degraded land shall be identified in the Biodiversity Management Plan, along with appropriate restoration measures.

Sertifisering	Kriterier
	<p>LM2.3 (Minor) The farmer shall monitor and manage invasive alien species of flora or fauna on the farm.</p> <ul style="list-style-type: none"> • LM2.3.1 (Minor) The farmer shall not intentionally introduce any invasive alien species, and shall implement measures to avoid accidental or unintended introduction (e.g. through the transportation of soil, plant materials, water etc.). • LM2.3.2. (Minor) Where invasive alien species are present on a farm, the farmer shall adopt measures to avoid their spread and eradicate them from natural ecosystems. <p>LM2.4 (Major) Farms shall implement measures to minimize livestock-wildlife conflicts.</p> <ul style="list-style-type: none"> • LM2.4.1. (Minor) The population and behavior of predators shall be monitored. • LM2.4.2 (Recommendation) The farm should adopt proactive co-existence planning to deter predators. • LM2.4.3 (Recommendation) Wildlife corridors or routes used for migration should be maintained, if these are known to exist on the farm. <p>LM2.5 (Major) Hunting, fishing, or gathering of protected, threatened, or endemic plant or animal species is prohibited.</p> <p>LM2.6 (Major) Lethal control of predators shall only be used as a measure of last resort, if permitted legally and when carried out humanely.</p> <ul style="list-style-type: none"> • LM2.6.1 (Major) Lethal control shall target the specific, individual animals(s) that is/are creating the conflict. • LM2.6.2 (Major) Lethal control of any animal shall result in instantaneous unconsciousness and death. • LM2.6.3 (Major) Use of poison, leg hold traps, and snares are prohibited. • LM2.6.4 (Major) Lethal control is not permitted for protected, threatened, or endemic predator species. • LM2.6.5 (Minor) Each time lethal control methods are used, a record of all killed animals shall be kept (including date, species, and reason for use of lethal methods). The non-lethal methods to minimize livestock-wildlife conflicts shall be immediately reviewed to identify improvements to avoid further conflict. <p>LM2.8 (Major) Production activities shall not degrade or significantly impact the biodiversity values for which a Protected Area or Key Biodiversity Area are designated.</p> <p>LM2.9 (Minor) Aquatic ecosystems and water bodies shall be conserved and enhanced.</p> <ul style="list-style-type: none"> • LM2.9.1 (Recommendation) River banks should be managed to keep erosion and soil run-off to a minimum. • LM2.9.2 (Recommendation) Riparian ecosystems should be protected and restored, as part of the Biodiversity Management Plan. • LM2.9.3 (Recommendation) Buffer zones should be maintained adjacent to wetlands and watercourses, within which fertilizer, manure and pesticide applications should be restricted. • LM2.9.4 (Minor) Natural wetlands shall not be drained. <p>LM3.1 (Major) There shall be a fertilizer management strategy that is reviewed annually.</p>





Sertifisering	Kriterier
	<ul style="list-style-type: none"> • LM3.1.1 (Minor) The strategy shall include calculations of likely crop requirements, taking account of available nutrients in soil, organic manures, composts, and crop residues is in place and be based on the principles of efficiency and reduction of use. <p>LM3.2 (Minor) The farmer shall test and record soil nutrient levels, at intervals relevant to maintaining a healthy vibrant soil.</p> <p>LM3.3 (Minor) Fertilizers applied shall be appropriate and as specific to the situation as possible with minimal side effects.</p> <ul style="list-style-type: none"> • LM3.3.1 (Minor) Manures and fertilizers that can have a negative effect on soil microbial life and/or which contain heavy metals shall not be used. • LM3.3.2 (Minor) Fertilizers and manures shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones, and natural ecosystems. <p>LM3.4 (Minor) Application methods and equipment that minimize waste and pollution shall be adopted.</p> <ul style="list-style-type: none"> • LM3.4.1 (Minor) Application equipment shall be kept in good working order, cleaned after use, and regularly calibrated. <p>LM4.1 (Major) There shall be an Integrated Pest Management (IPM) plan or strategy that is reviewed annually.</p> <ul style="list-style-type: none"> • LM4.1.1 (Minor) The IPM plan or strategy shall be based on the principles of prevention, observation, monitoring and intervention. The plan shall include the recommended thresholds or triggers to use pesticides where these are available. <p>LM4.2 (Minor) Farmers shall have a monitoring program for crop and pasture.</p> <ul style="list-style-type: none"> • LM4.2.1 (Minor) Decisions to use pesticides shall be based on monitoring and thresholds. <p>LM4.3 (Minor) Biological, physical, and cultural control methods shall be used instead of chemical methods if they provide satisfactory control.</p> <p>LM4.4 (Minor) Pesticides applied shall be appropriate and as specific to the situation as possible with minimal side effects.</p> <ul style="list-style-type: none"> • LM4.4.1 (Minor) Producers shall apply pesticides in appropriate weather conditions, according to the directions on the label and/or manufacturers' directions, with appropriate and well-maintained equipment. • LM4.4.2 (Minor) Pesticides shall only be applied to the intended crop area, specifically avoiding water bodies, riparian zones and natural ecosystems. <p>LM4.5 (Minor) Farmers shall use the minimum amount of pesticides to achieve adequate control of pest burden on their farm.</p> <ul style="list-style-type: none"> • LM4.5.1 (Minor) Prophylactic use of pesticides is prohibited. <p>LM4.6 (Minor) Measures shall be in place the limit the impact of pesticide use.</p> <ul style="list-style-type: none"> • LM4.6.1 (Minor) Farmers shall take care to avoid damage to beneficial organisms. • LM4.6.2 (Minor) Risks from pesticide application for human and animal health or the environment shall be minimized. • LM4.6.3 (Minor) Systems shall be in place to ensure that pesticides reach all targeted areas and to minimize losses to non-target areas or the atmosphere.



Sertifisering		Kriterier
		<p>LM4.7 (Minor) Actions shall be taken to avoid pesticide resistance.</p> <p>LM4.8 (Minor) Application records shall be kept for all pesticides that have been used.</p> <p>LM4.9 (Minor) Farmers shall dispose of used pesticide containers safely, or through a collection and recycling program.</p> <ul style="list-style-type: none"> • LM4.9.1 (Minor) Disposal of pesticides (including used dip) in rivers, streams, drains or other surface or ground waters is prohibited. <p><u>Kilde (s. 37-44)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket
		<p>Certified Organizations shall have an environmental management system (EMS) in place. The environmental management system shall include the following:</p> <p>C1.1a EMS Manual</p> <p>C1.1b A designated EMS staff person (from the management level) responsible for its implementation; it is not required that an entire position be dedicated to managing the environmental management system at the facility, but instead that someone has been assigned the role as part of their job responsibilities.</p> <p>C1.1c A mechanism to remain up-to-date with applicable local legal requirements.</p> <p>C1.1d Basic management controls in place: a system to document, measure, and track the relevant environmental indicators (Sections C2.1, C2.2, C2.3, C2.4, and C2.5).</p> <p>C1.1e Annual plan to target and reach meaningful environmental improvements across all indicators (Sections C2.1, C2.2, C2.4, and C2.5).</p> <p>C1.1f Procedures and records for training of relevant staff in environmental issues mentioned in Sections C2.1, C2.2, C2.3, C2.4, and C2.5.</p> <p>C1.2 Chemical Management System</p> <p>The Certified Organization shall have a Chemical Management System (CMS) in place which includes the following:</p> <p>C1.2a Mechanism to monitor and meet all relevant legal requirements related to chemical management.</p> <p>C1.2b A dedicated and competent staff person responsible for managing the Certified Organization's use of chemicals; it is not required that an entire position shall be dedicated to managing the chemical use at the facility, but instead that someone has been assigned the role as part of their job responsibilities.</p>



Sertifisering	Kriterier
	<p>C1.2c Procedures and records for training of relevant staff in chemical management, and where necessary, training to properly manage the CMS.</p> <p>C1.2d Complete information on all input suppliers, including address and key contacts.</p> <p>C1.21e Accurate lists of all chemical inputs used in all products; each input shall have a complete Safety Data Sheet (SDS) available in the language(s) used by workers in the facility and in English. Information shall be available for a minimum of 5 years. The SDS shall meet the guidelines found in D1.2a. The chemical supplier should be responsible for the English translations of the SDS.</p> <p>C1.3 Record Keeping</p> <p>C3.1a Certified Organization shall submit a signed document that confirms their commitment to comply with the GRS Environmental Requirements outlined in Section C2.</p> <p>C3.1b Certified Organization shall submit all relevant policy documents and training records referencing the procedures in place to ensure environmental management.</p> <p>C2.1 Energy use</p> <p>C2.1a The Certified Organization shall monitor and meet all relevant legal requirements related to energy use.</p> <p>C2.1b Relevant, up-to-date permits shall be held and compliance maintained.</p> <p>C2.1c There shall be tracking and record keeping of energy consumption, and on a monthly basis.</p> <p>C2.1d The Certified Organization shall set and meet targets for meaningful improvements in energy use and review progress annually.</p> <p>C2.2 Water use</p> <p>C2.2a The Certified Organization shall monitor and meet all relevant legal requirements related to water use.</p> <p>C2.2b Relevant, up-to-date permits shall be held and compliance maintained.</p> <p>C2.2c Measurement and record keeping of water usage shall be undertaken on a monthly basis.</p> <p>C2.2d The Certified Organization shall set and meet targets for meaningful improvements in water use and review progress annually.</p> <p>C2.3 Wastewater / Effluent</p> <p>C2.3a The Certified Organization shall monitor and meet all relevant legal requirements related to wastewater / effluent, with corresponding record keeping.</p> <p>C2.3b Relevant, up-to-date permits shall be held and compliance maintained.</p> <p>C2.3c There shall be a drainage plan in place with a general understanding of wastewater flow direction and discharge points.</p> <p>C2.3d There shall be identification of the contaminants and wastewater quality parameters (listed in Appendix 4) and their flow direction.</p>



Sertifisering	Kriterier
	<p>C2.3e There shall be a system in place to ensure that wastewater receives proper treatment, either on or off-site, to meet minimum requirements before entering the water stream, see Appendix D. Where national and local requirements are more stringent, these limit values supersede the requirements listed in Appendix D. This system shall also ensure that sludge receives proper treatment and disposal. Test reports shall be made available for the certification body and meet the requirements below.</p> <ul style="list-style-type: none"> • The report shall cover no more than 6 months. • Shall be conducted by trained personnel using equipment as directed by the test guidelines. • The reports shall cover all legal requirements and those set out in Appendix D. <p>C2.3f If a company elects to treat wastewater in an off-site facility, the facility shall meet the following requirements:</p> <ul style="list-style-type: none"> • Water leaving the off-site facility shall meet minimum requirements before entering the water stream, see Appendix D. Where national and local requirements are more stringent, these limit values supersede the requirements listed in Appendix D. • The facility shall have capacity adequate for the volume of wastewater sent from the Certified Organization. <p>C2.4 Emissions to Air</p> <p>C2.4a The Certified Organization shall meet all relevant legal requirements (including monitoring) related to air emissions, with corresponding record keeping.</p> <p>C2.4b Relevant, up-to-date permits shall be held and compliance maintained.</p> <p>C2.4c An inventory of main point source emissions to air shall be maintained and potential for fugitive emissions shall be addressed.</p> <p>C2.4d There shall be regular maintenance of any equipment containing Ozone Depleting Substances or any other potential air pollutants.</p> <p>C2.4e The Certified Organization shall set and meet targets for meaningful improvements in emissions to air and review progress annually.</p> <p>C2.5 Waste management</p> <p>C2.5a The facility shall meet all relevant legal requirements related to waste management.</p> <p>C2.5b Relevant, up-to-date permits shall be held and compliance maintained.</p> <p>C2.5c Waste contractors shall have appropriate permits.</p> <p>C2.5d Hazardous and non-hazardous waste shall be segregated and employee awareness and training provided on handling and segregation of wastes.</p> <p>C2.5e Inventory, management, storage and transportation procedures for all waste streams shall be in place, including minimizing safety concerns to the environment and health.</p>

Sertifisering	Kriterier
	<p>C2.5f No on-site waste burning or uncontrolled waste landfilling may be undertaken.</p> <p>C2.5g The Certified Organization shall look for and implement ways to minimize waste production, and increase re-use or recycling.</p> <p>C2.5h The Certified Organization shall measure the amount of waste produced and keep corresponding records.</p> <p>C2.5i The Certified Organization shall set and meet targets for meaningful reductions in waste production, improvements in waste management, and review progress annually.</p> <p>D1.1 GRS Product Chemical Management In addition to the Chemical Management System (CMS) (see Section C1.2), the Certified Organization shall maintain:</p> <p>D1.1a Accurate lists of all chemical inputs used in GRS products;</p> <p>D1.1b Documentation for each input that demonstrates they are accepted for use in GRS products (see details in D3.1).</p> <p>D1.1c A process to assess all chemicals used in GRS products against hazard criteria in Section D2.</p> <p>D1.2 Record Keeping</p> <p>D1.2a Certified Organizations shall maintain Safety Data Sheets (SDS) for each substance (or mixture) used in the production of GRS Products. The SDS shall be less than three years old and shall meet at least one of the following criteria:</p> <ul style="list-style-type: none"> • ANSI Z400.1-2004, which identifies information that shall be included to comply with the U.S. OSHA Hazard Communication Standard • Regulation (EC) No 1907/2006 (REACH), as adapted to take into account the rules for safety data sheets of the Globally Harmonised System of Classification and Labelling of Chemicals (GHS) and the implementation of other elements of the GHS into EU legislation that were introduced by Regulation (EC) No 1272/2008 (CLP) • Globally Harmonised System of Classification and Labelling of Chemicals (GHS). <p>D1.2b Certified Organizations shall maintain records of assessments conducted to verify conformance with the ZDHC MRSL Conformance Guidance document.</p> <p>D2 – Restricted Chemical Substances in GRS</p> <ul style="list-style-type: none"> • Exclusion of inherently problematic substances that are classified as dangerous to human health and/or to the environment by REACH. • Exclusion of substances and mixtures classified with particular hazard codes or risk phrases. 3. Exclusion of substances that do not comply with ZDHC's Manufacturer's Restricted Substance List. <p>D2.1 Inherently problematic substances Any chemicals used in processing of GRS Products shall not contain Substances of Very High Concern (SVHC) as referred to in Article 57 of European Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), and included in Annex XIV of the Regulation.</p> <p><u>Kilde (s. 26–34)</u></p>





Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>Har en svært omfattende del som dekker kjemikalier, miljøprestasjon og energiforbruk:</p> <p>4.1 Chemical Management</p> <p>4.1.1 Purpose</p> <p>4.1.2 Company policy regarding chemicals</p> <p>4.1.3 Chemical inventory list</p> <p>4.1.4 Banned Chemicals, MRSL</p> <p>4.1.5 Communication</p> <p>4.1.6 Chemical hazards and risks</p> <p>4.1.6.1 Hazard assessment</p> <p>4.1.6.2 Risk assessment</p> <p>4.1.7 Green chemistry</p> <p>4.1.8 Acceptance of Third-Party certificates</p> <p>4.2 Environmental Performance</p> <p>4.2.1 Purpose</p> <p>4.2.2 Water</p> <p>4.2.3 Wastewater and sludge</p> <p>4.2.4 Air emissions</p> <p>4.2.5 Carbon Footprint/ GHG emissions/ CO2- emissions</p> <p>4.2.6 Global warming potential and ozone depletion potential of fluids</p> <p>4.2.7 Energy (resources and consumption)</p> <p>4.2.8 Waste management</p> <p>4.2.9 Handling and storage of chemicals, gases, auxiliaries, dues, solvents, machine oils etc.</p> <p>4.2.10 Packaging and transport</p> <p>4.2.11 Prevention of accidental events that affect the environment</p> <p>4.2.12 Prohibited Processes</p>



Sertifisering		Kriterier
		<p>4.2.13 Hazardous processes</p> <p>4.2.14 Acceptance of Third-Party certificates</p> <p>4.3 Environmental and Energy Management</p> <p>4.3.1 Purpose</p> <p>4.3.2. Environmental policy</p> <p>4.3.3 Laws and regulations</p> <p>4.3.4 Environmental objectives</p> <p>4.3.5 Environmental and energy management program</p> <p>4.3.6 Environmental and energy management manual</p> <p>4.3.7 Operational process control</p> <p>4.3.7.1 Verification, measurements and testing</p> <p>4.3.7.2 Non-compliance and corrective action</p> <p>4.3.8 Organisation and personnel</p> <p>4.3.9 Communication</p> <p>4.3.10 Introduction of an Environmental Management System</p> <p>4.3.11 Records</p> <p>4.3.11.1 Water</p> <p>4.3.11.2 Wastewater and Sludge</p> <p>4.3.11.3 Air emissions</p> <p>4.3.11.4 Energy</p> <p>4.3.11.5 Solid Waste</p> <p>4.3.11.6 Packaging and transport</p> <p>4.3.11.7 Delivery and storage</p> <p>4.3.12 Acceptance of Third-Party certificates</p> <p><u>Kilde (s. 7-40)</u></p>
		<ul style="list-style-type: none"> Ikke dekket



Sertifisering	Kriterier
	 <p>4.3.1.1 In addition to GOTS criteria, Certified Entities shall assure compliance with the applicable national and local legal environmental requirements applicable to their processing/manufacturing stages (including those referring to emissions to air, wastewater discharge, as well as disposal of waste and sludge).</p> <p>4.3.1.2 Certified Entities shall have a written environmental and chemical management policy that is appropriate to the nature of their business. In addition, necessary procedures shall be in place to allow monitoring and improving relevant environmental management performances in their Facilities.</p> <p>4.3.1.3 The environmental and chemical management policies shall be shared with all employees. Depending on the processing/manufacturing stages, available data and procedures shall include:</p> <ul style="list-style-type: none"> * Responsible person(s) for environment and chemical management related duties * Data on energy and water resources and their consumption per kg of textile output * Target goals and procedures to reduce energy and water consumption per kg of textile * Target goals and procedures to increase the use of renewable sources of energy * Data on waste and discharges per kg of textile output * Target goal and procedures to minimise waste and discharges * Procedures to follow in case of waste and pollution incidents * Documented staff training for topics such as conservation of resources such as water, energy, proper handling, responsible use and correct disposal of chemicals. * Long-term and short-term projects for improvement <p>4.3.1.4 Adequate inventory of GOTS-approved chemical Inputs that are used for processing GOTS Goods shall be maintained.</p> <p>4.3.1.5 Wet processing units shall keep full records of chemical, energy, and water consumption as well as wastewater treatment data, including the disposal of sludge. Certified Entities shall continuously measure and monitor wastewater temperature, wastewater pH, sediment quantities, and waste toxicity. There shall be provisions to recycle and/or dispose of solid waste. On-site waste burning or uncontrolled waste landfilling shall not be undertaken.</p> <p>4.3.1.6 Monitoring of noise pollution, and air pollution shall be in accordance with local legal regulations, and periodic testing shall be carried out.</p> <p>4.3.1.7 Certified Entities shall define a Greenhouse Gas (GHG) Emission Management that encompasses the identification of sources of GHG emissions, as well as monitoring, quantifying, and setting measures to reduce GHG emissions.</p> <p>4.3.1.8 Certified Entities shall initially collect information on sources of Greenhouse Gas (GHG) emissions of their own operations and identify means for reduction for each source.</p> <p>4.3.1.9 As a long-term plan, Certified Entities should include product-related emissions and supply chain-related emissions in their Greenhouse Gas (GHG) Emission Management.</p>

Sertifisering	Kriterier
	<p>4.3.2.1 The applicable national and local legal requirements for wastewater treatment, including limit values with regard to pH, temperature, TOC, BOD, COD, colour removal, residues of (chemical) pollutants and discharge routes, shall be fulfilled.</p> <p>4.3.2.2 Certified Entity shall follow GOTS criteria or the local legal requirements, whichever is more stringent.</p> <p>4.3.2.3 Wastewater from all wet processing units shall be treated in an appropriate internal or external Effluent Treatment Plant (ETP) before being discharged into the environment. ETP shall be effective, operational, and maintained all the time.</p> <p>4.3.2.4 Wastewater analyses shall be performed and documented periodically at normal operating capacity.</p> <p>4.3.2.5 A Certified Entity shall provide training for the operation and maintenance of ETP to the responsible staff.</p> <p>4.3.2.6 Wastewater discharges to the environment shall not exceed 20 g COD/kg of processed textile (output). For scouring greasy wool, an exceptional limit of 45 g COD/kg applies.</p> <p>4.3.2.7 Treatment of wastewater from water retting of bast fibres shall achieve a reduction of COD (or TOC) of at least 95% for hemp fibres and 75% for all other bast fibres.</p> <p>4.3.2.8 Where legal limits for pH and temperature are not defined for wastewater discharges to surface waters, the discharge shall have a pH between 6 and 9 (unless the pH of the receiving water is outside this range) and a temperature of less than 35 °C (unless the temperature of the receiving water is above this value).</p> <p><u>Kilde (s. 22–24)</u></p>
	 <p>Har en svært omfattende del som dekker følgende:</p> <ul style="list-style-type: none"> • Chemicals used in textile production (s. 29–32) • Coatings, laminates, and membranes (s. 33) • Specific chemical requirements (s. 36) • Discharges from wet processes (s. 36) • Energy and water consumption (s. 36) • Fillings, stuffing materials, and padding (s. 37) • Hides/skins and leather (s. 40) • Quality and performance requirements (s. 45–50) • Packaging, storage, and transport (s. 51) <p><u>Kilde (s. 29–51)</u></p>



Sertifisering		Kriterier
		<p>Har en omfattende del som dekker:</p> <p><i>Natural Resources:</i></p> <ul style="list-style-type: none"> • Criterion 2.1- Soil health is improved • Criterion 2.2- Quality and availability of water is optimised • Criterion 2.3- Biodiversity and natural habitats are conserved and enhanced • Criterion 2.4- Natural ecosystems and High Conservation Value areas are conserved <p><i>Crop Protection:</i></p> <ul style="list-style-type: none"> • Criterion 3.1- An Integrated Pest Management strategy is implemented • Criterion 3.2- Pesticides are resistered and appropriately labelled • Criterion 3.3- Highly Hazardous Pesticides are actively phased out • Criterion 3.4- Environmental hazards of Hihglyl Hazardous Pesticides are mitigated • Criterion 3.5- Pesticides are handled and stored responsibly <p><u>Kilde (s. 32–57)</u></p>
		<p>6.3 Environmental management</p> <p>A properly implemented environmental management system helps reduce the impact of production on the environment. It shall be focused on:</p> <ul style="list-style-type: none"> • Objectives related to environmental aspects • Implementation of input stream management and chemicals management principles • Structured collection of statistics on resource consumptions and emissions • Suitable metering and collection of data • Definition of suitable eKPIs for the main consumptions, environmental performance parameters and emissions • Increasing environmental competences in the company • How emissions (air, water, waste, noise, etc.) are managed, monitored and compliance is ensured • Environmental performance as a selection criterion when purchasing machines and installations • Avoiding unproductive energy consumptions • Increasing the share of renewable energies



Sertifisering		Kriterier
		<p>Key information on sustainability shall be compiled in an annual sustainability report by the company. A certified Environmental Management System according to ISO 14001 is recommended. In the case of energy intensive manufacturing operations, ISO 50001 certification is additionally recommended.</p> <p>Har også en omfattende del som dekker:</p> <ul style="list-style-type: none"> • Chemicals management (manufacturer) • Resource productivity • Emissions • Handling and storage of hazardous materials <p><u>Kilde (s. 8, 11–28)</u></p>
		<p>Ha en egen omfattende del som dekker:</p> <ul style="list-style-type: none"> • 5 // Product Circularity Requirements • 6 // Clean Air & Climate Protection Requirements • 7 // Water & Soil Stewardship Requirements <p><u>Kilde (s. 24–63)</u></p>
		<p>Har en omfattende del “4. Environmental Responsibility” som dekker:</p> <ul style="list-style-type: none"> • 4.1 Management of hazardous substances <ul style="list-style-type: none"> • 4.1.1 No hazardous substances • 4.1.2 No highly hazardous processes • 4.1.3 Chemical residues testing • 4.1.4 Plan to replace hazardous substances • 4.2 Wastewater <ul style="list-style-type: none"> • 4.2.1 Waste water treatment • 4.2.2 Measures to reduce water consumption

Sertifisering		Kriterier
		<ul style="list-style-type: none"> • 4.3 Emissions to air <ul style="list-style-type: none"> • 4.3.1 Emission control techniques • 4.3.2 Measuring reduction of emissions • 4.4 Energy Consumption <ul style="list-style-type: none"> • 4.4.1 Energy consumption • 4.5 Waste <ul style="list-style-type: none"> • 4.5.1 Waste collection and separation • 4.5.2 Cleaning, storing and disposal of hazardous waste • 4.5.3 Waste management plan • 4.5.4 Hazardous waste • 4.5.5 Waste reduction measures • 4.6 Environmental management system <ul style="list-style-type: none"> • 4.6.1 Measurement and environmental control • 4.6.2 Environmental officer • 4.6.3 Awareness raising on environmental responsibility <p><u>Kilde (s. 41–46)</u></p>
		<p>Har en egen omfattende del som dekker “Care for the Environment”</p> <ul style="list-style-type: none"> • Planning and Awareness • Healthy Soil • Biodiversity • Healthy Waterways and Water Bodies • Nutrient Management • Responsible Management of Hazardous Substances and Waste <p><u>Kilde (s. 26–30)</u></p>















Sertifisering	Kriterier	
		<p>2.1 General</p> <ul style="list-style-type: none"> • The woolgrower shall take responsibility for custodianship of the natural environment in which he/she conducts his commercial wool growing business. • A business plan to action key performance areas for the maintenance of biodiversity, ecosystem stability and protection of the agricultural resource base shall be developed and revised on a regular basis to benchmark progress and to identify new threats. Target areas shall include, but are not limited to, plans for soils, waterways, vegetation (alien and naturally occurring) fauna (wildlife) and other features affecting biodiversity. National and Provincial legislation, as well as associated land care guidelines shall be accessed to ensure appropriate compliance where legal requirements exist. • Custodianship can also be demonstrated by, for example, conversion of electricity sourcing from traditional sources to environmentally friendly options such as solar or wind. • Climate change and its effect on the farming environment shall also be considered and longterm plans made accordingly. A useful reference document to assist in this regard is “The Green Choice Living Farms Reference”. <p>2.2 Soils</p> <ul style="list-style-type: none"> • Sustainable use of this natural resource base shall be demonstrated through prevention of erosion and not exceeding the maximum grazing capacity of the farm. • Cultivation and fertilization of soils shall target improvement of soil fertility and maintenance of appropriate nutrition levels. • Rangeland (veld) grazing capacity shall be reduced where deterioration is observed, particularly during periods of drought. • Suitably developed grazing/resting protocols shall be observed to support long term sustainability. • Eroded and damaged soils should be restored if feasible and cost-effective. <p>2.3 Water</p> <ul style="list-style-type: none"> • South Africa is a water-poor country, and, accordingly, woolgrowers shall manage water resources and water bodies accordingly. • Systems shall be in place to avoid degradation of natural water sources through contamination with effluent, agricultural run-off and leaching from potential sources of contamination such as dip tanks or troughs. • Moisture/water retention may be improved through provision of strategically placed contour planning and catchment of precipitation. • Water quality shall be monitored through testing and assessment for animal and human use. • A large body of National and Regional legislation exists which regulates water use in South Africa. Growers should stay informed in terms of all regulatory guidelines in this regard.







Sertifisering	Kriterier
	<p>2.4 Invasive Vegetation</p> <ul style="list-style-type: none"> • Invasive alien species cause habitat destruction and can affect the availability of surface and sub-surface water and increase veld fire risk. • By definition, an on-farm alien plant and grass eradication program is of a long term nature and is best planned in association with public nature conservation authorities. • Cost effective plans should include collaboration with neighboring properties to increase clearing efficiency. • Advice shall be sourced from external expert service providers to seek an appropriate balance between different options for eradication, which may include the use of herbicides, biological methods or even well managed burning. • • Potential for dispersal of invasive plant seeds by sheep to unaffected areas of the farm and neighboring properties shall be monitored, and stock movement planned accordingly. <p>2.5 Pasture Systems</p> <ul style="list-style-type: none"> • The use of clean or safe pastures will help to control parasite problems. • The “refugia” principle applies here: “Refugia” is simply the Latin term for “refuge”. When managing drenching/anthelmintic resistance it refers to avoiding the whole population of worms being exposed, at the same time, to the drench and therefore subject to drench resistance development. In other words, leave some of the worm population in “refugia” – in “refuge” from the drench. • There are various ways of achieving this and it should develop as part of the flock management plan with your flock health advisor. • Pasture rotation system: A pasture grazed by cattle and/or horses is also considered safe, since sheep/goats and cattle/horses do not share the same parasites. • Rotational grazing generally does not help to control internal parasites unless pasture rest periods are long enough (> 70 days). <p>2.6 Wildlife Management</p> <ul style="list-style-type: none"> • South Africa has a rich and diverse population of wildlife in most wool production areas. In terms of the woolgrower’s overall responsibility for, and custody of, the natural environment in which the business operates appropriate conservation must be properly managed. This is important even if game farming is not a branch of the overall farming operation. • Woolgrowers shall be knowledgeable about bird and wildlife species occurring naturally on the property. Appropriate conservation plans shall be in place to avoid decimation of such species through the irresponsible use of agrichemicals, veterinary products or any other ill planned farming operations.







Sertifisering	Kriterier	
		<p>2.7 Predation Management</p> <ul style="list-style-type: none"> • Predators such as jackal, leopard and caracal form part of the natural ecosystem on many wool growing properties. • Predation, by definition, causes severe economic problems for woolgrowers, as a result of production and stock losses. Predation very often also causes severe suffering to livestock due to maiming. Accordingly, a balance between predation management and environmental protection of biodiversity is of critical importance. Therefore, predation management shall be addressed in a suitably developed plan. Consultation with public and private nature conservation agencies and compliance in terms of legislation is strongly advised. • The underpinning of a good predation management plan is the use of preventative measures as a first line of defence. These include but are not limited to using guard dogs (Anatolian shepherd dogs), donkeys, alpacas, fencing and technologies such as protection collars and noise/light generating devices. If ineffectual, the use of other legal control methods by accredited and experienced service providers shall be sourced. • All methods used for predator control shall be selective, be as humane as possible and have no effect on non-target species or on the environment in general. • The use of any poison is strictly prohibited and shall not be considered as an option under any circumstances. <p><u>Kilde (s. 18–21)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket









Sertifisering	Kriterier
	 <p>Har mange omfattende krav knyttet til innhold i produktene og utslipp:</p> <p>Criterion 1. Cotton and other natural cellulosic seed fibres (including kapok)</p> <p>Criterion 2. Flax and other bast fibres (including hemp, jute and ramie)</p> <p>Criterion 3. Wool and other keratin fibres (including wool from sheep and lambs, and hair from camel, alpaca and goat)</p> <p>Criterion 4. Acrylic</p> <p>Criterion 5. Elastane</p> <p>Criterion 6. Polyamide (or nylon)</p> <p>Criterion 7. Polyester</p> <p>Criterion 8. Polypropylene</p> <p>Criterion 9. Man-made cellulose fibres (including viscose, modal and lyocell)</p> <p>Criterion 10. Fillings</p> <p>Criterion 11. Coatings, laminates and membranes</p> <p>Criterion 12. Accessories</p> <p>Criterion 13. Restricted Substance List (RSL)</p> <p>Criterion 14. Substitution of hazardous substances used in dyeing, printing and finishing</p> <p>Criterion 15. Washing, drying and curing energy efficiency</p> <p>Criterion 16. Treatment of emissions to air and water</p> <p>Criterion 17. Dimensional changes during washing and drying</p> <p>Criterion 18. Colour fastness to washing</p> <p>Criterion 19. Colour fastness to perspiration (acid, alkaline)</p> <p>Criterion 20. Colour fastness to wet rubbing</p> <p>Criterion 21. Colour fastness to dry rubbing</p> <p>Criterion 22. Colour fastness to light</p> <p>Criterion 23. Wash resistance and absorbency of cleaning products</p> <p>Criterion 24. Fabric resistance to pilling and abrasion</p> <p>Criterion 25. durability of function</p> <p><u>Kilde (s. 7-25)</u></p>

12. Korrupsjon

Sertifisering		Kriterier
		<ul style="list-style-type: none"> Ikke dekket
		<p>SW3.3 (Major) Corruption, extortion and/or bribery of workers or families are prohibited.</p> <p><u>Kilde (s. 46)</u></p>
		<p>SW3.3 (Major) Corruption, extortion and/or bribery of workers or families are prohibited.</p> <p><u>Kilde (s. 45)</u></p>
		<p>SW3.3 (Major) Corruption, extortion and/or bribery of workers or families are prohibited.</p> <p><u>Kilde (s. 49)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket

Sertifisering		Kriterier
		<p>4.5.13.1 Business, ethics, compliance and integrity</p> <p>The company should issue a written set of guidelines to its workers and to management. All actions taken by them should then be in accordance with the primary values and ethical standards of the company. The following principles should be included:</p> <ul style="list-style-type: none"> • Without exception, transparency and compliance with all applicable laws, rules and regulations. • No taking advantage of a position or power to seek personal gain through the inappropriate use of non-public information or through abuse of position (this includes refraining from engaging in insider trading) • Fair (equal) conduct in all business transactions and interactions • Following all restrictions on the use and disclosure of business information • Prompt reporting of any illegal or unethical conduct to management and, if necessary, to legal authorities (that is, ethical, legal or safety-related issues, no adverse repercussions for whistle blowers) • No acceptance of bribery and corruption • No conducting of risky actions (in relation to the environment and health and safety) • Documentation of all activities that are relevant to the business • Protection of all company, customer and supplier assets and the use of them solely for appropriate company-approved activities (e.g. protection of confidential business information) • Acknowledgement of the role and value of natural capital and society within the business <p><u>Kilde (s. 66–67)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket
		<p>4.5.1 Ethical Business Behaviour is a crosscutting prerequisite at all stages of the supply chain and applies to all stakeholders of the supply chain. Confidence among the stakeholders of the GOTS certification process (Workers, business partners, customers, Approved Certifiers and scheme) is critically important.</p> <p>4.5.2 The Certified Entity shall adopt a Code of Conduct (CoC), which prescribes the principles of ethical behaviour, honesty, fair dealings and proscribes any form of corruption or bribery.</p> <p>4.5.3 The Certified Entity shall adhere to relevant OECD guidelines.</p> <p>4.5.4 The Certified Entity shall not be involved in any act of corruption, extortion, or embezzlement, nor in any form of bribery – including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentives.</p>







Sertifisering		Kriterier
		<p>4.5.5 The Certified Entity shall keep accurate information regarding their activities, structure and performance, and disclose these in accordance with applicable regulations and industry benchmark practices.</p> <p>4.5.6 The Certified Entity shall neither participate in falsifying such information nor in any act of misrepresentation in the supply chain.</p> <p>4.5.7 The Certified Entity shall collect, use and otherwise process any personal information (including that from Workers, business partners, customers and consumers in their sphere of influence) with reasonable care.</p> <p>4.5.8 The Certified Entity shall collect, use and process personal information following privacy and information security laws and regulatory requirements.</p> <p>4.5.9 The Certified Entity shall establish an anonymous non-discriminatory whistle-blower mechanism, assuring easy access and effective measures to protect whistle-blowers and ensuring that any information received regarding corruption or non-compliance is followed up and necessary actions taken.</p> <p>4.5.10 The Certified Entity shall provide relevant staff with training on integrity regulations and inform them about sanctions for non-compliance.</p> <p><u>Kilde (s. 31)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<p>A bluesign® SYSTEM PARTNER shall establish clear employment relationships by providing a written employment contract to each employee and shall work against corruption in all its forms.</p> <p><u>Kilde (s.6)</u></p>













Sertifisering	Kriterier
	 <p>For the applicant company and final manufacturing stage facilities, measure performance against the human rights policy and confirm the completion of corrective actions associated with issues of high concern including child labor, forced labor, corruption/bribery, and immediate threats to life and safety. For any other poor performance issues, plan corrective actions and, at recertification, demonstrate progress on addressing the issues.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Establish human rights expectations for the applicant company, the supply chain, communities, potentially affected groups, and other relevant stakeholders. • Include the company's commitment to support the following (Note: These are the expectations that must be established and are referred to as "required policy elements" in other sections of the standard): <p>....</p> <ul style="list-style-type: none"> * Fair and ethical business practices, including anti-corruption/bribery. (Note: In practice, this may be part of a human rights policy or, more commonly, a separate company policy or code.), <p>....</p> <p>The policy must be guided by the eight Fundamental Conventions of the International Labor Organization and the United Nations Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights. Where national law and these international human rights standards differ, the applicant must follow the higher standard; where they are in conflict, the applicant must seek to respect internationally recognized human rights to the greatest extent possible.</p> <p><u>Kilde (s. 70)</u></p>
	 <p>To ensure all operators producing Fairtrade products are committed to Fairtrade values and have transparent processes and management systems for evaluating their complete textile supply chain.</p> <p><u>Kilde (s. 11)</u></p>
	 <ul style="list-style-type: none"> • Ikke dekket
	 <ul style="list-style-type: none"> • Ikke dekket









Sertifisering	Kriterier
	 <ul style="list-style-type: none"><li data-bbox="714 256 882 280">• Ikke dekket
	 <ul style="list-style-type: none"><li data-bbox="714 395 882 419">• Ikke dekket











13. Dyrevelferd





Sertifisering		Kriterier
		<p>Har en svært omfattende del som omfatter “Animal Welfare Criteria”:</p> <ul style="list-style-type: none"> AW1 Nutrition AW2 Living Environment AW3 Animal Management AW4 Handling and Transport AW5 Management, Plans and Procedures AW6 Slaughter <p><u>Kilde (s. 15-27)</u></p>
		<p>Har en svært omfattende del som omfatter “Animal Welfare Criteria”:</p> <ul style="list-style-type: none"> AW1 Nutrition AW2 Living Environment AW3 Animal Management AW4 Handling and Transport AW5 Management, Plans and Procedures <p><u>Kilde (s. 17-33)</u></p>
		<p>Har en svært omfattende del som omfatter “Animal Welfare Criteria”:</p> <ul style="list-style-type: none"> AW1 Nutrition AW2 Living Environment AW3 Animal Management AW4 Handling and Transport AW5 Management, Plans and Procedures <p><u>Kilde (s. 17-32)</u></p>

Sertifisering		Kriterier
		<p>Har en svært omfattende del som omfatter “Animal Welfare Criteria”:</p> <p>AW1 Nutrition AW2 Living Environment AW3 Animal Management AW4 Handling and Transport AW5 Management, Plans and Procedures</p> <p><u>Kilde (s. 19–35)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket
		<p>C2. Material-specific requirements</p> <p>C2.2 The first processor or OCS certified sites shall only accept organic wool as an input if it is non-mulesed or from a farm with ceased mulesing status.</p> <p><u>Kilde (s. 9)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket

Sertifisering		Kriterier
		<p>2.1.4 No fibres shall be used which originate from production projects with regard to which there is evidence of a persistent pattern of gross violations of the ILO core labour norms (as far as these are relevant for agriculture) and/or of animal welfare principles (i.e. Mulesing) or irrefutable evidence of a persistent pattern of land grabbing methods.</p> <p><u>Kilde (s.3)</u></p>
		<p>Ban on mulesing Surgical mulesing and mulesing performed using liquid nitrogen are not permitted on merino sheep.</p> <ul style="list-style-type: none"> • Declaration from the merino wool producer, stating that no mulesing has taken place • Use of feathers and down plucked from live birds is prohibited. • Forced feeding of birds is prohibited. • Recycled* down and feathers are exempt from the requirement, but documentation for traceability shall be provided to confirm that the down and feathers are recycled. • *Recycled down and feathers are defined here as post-consumer recycled down and feathers in line with standard ISO 14021. • *Responsible Down standard or a certificate from another standard that fulfils the requirement. • *Recycled down and feathers: Recycled Global Standard certificate. Alternatively, documentation from the supplier, confirming that the down/feathers are postconsumer recycled down or feathers <p><u>Kilde (s. 21, 38)</u></p>
		<p>2.3.2 Natural habitats and biodiversity are conserved, and steps are taken to enhance them over time in line with local or regional priorities.</p> <p><u>Kilde (s. 38–39)</u></p>
		<ul style="list-style-type: none"> • Ikke dekket

Sertifisering	Kriterier
	 <p>...the applicant must have a policy in place that forbids animal abuse at all facilities where the animals are raised and/or slaughtered (including any facilities in the supply chain), and during transport.</p> <p><i>The policy must:</i></p> <ul style="list-style-type: none"> • Address the five freedoms: <ul style="list-style-type: none"> * Freedom from hunger and thirst * Freedom from discomfort * Freedom from pain, injury, and disease * Freedom to express normal behavior * Freedom from fear and distress • Prohibit specific practices of high concern for the animal-derived material type in question (e.g., mulesing of sheep). • Include provisions to immediately address cases where it becomes known that animal abuse is occurring (e.g., a provision to immediately cease doing business with affected suppliers until the issue is resolved). <p><i>The planned mechanism for implementing the policy must include:</i></p> <ul style="list-style-type: none"> • Regular on-site surveillance of all relevant facilities by individuals knowledgeable of animal health and welfare issues to verify implementation of the policy. • A method of tracking material from farm to certified product in any case where the farm is not the final manufacturing stage. <p><i>For the Silver level:</i></p> <ul style="list-style-type: none"> • The animal welfare certification or alternative must address all required points of the policy (per the Bronze level requirements) and include regular site surveillance of all relevant facilities by third-party auditors knowledgeable of animal health and welfare issues. Regular site surveillance is defined as at least one on-site audit every two years including an allowance for conducting unannounced audits. • If using an equivalent alternative to certification, qualified third-party auditors without a conflict of interest (i.e., no other paid services provided to the applicant) must verify equivalency and policy implementation. <p><u>Kilde (s. 81-82)</u></p>
	 <ul style="list-style-type: none"> • Ikke dekket

Sertifisering	Kriterier
	 <p>Har en svært omfattende del som dekker dyrevelferd:</p> <ul style="list-style-type: none"> 3.3 Animal Health Treatments and Records 3.4 Stock Management 3.5 Animal Husbandry 3.5.4 Animal Husbandry Procedures (Tail Docking, Castration, Disbudding/Dehorning and Sheep Marking) 3.6 Nutrition and Water 3.7 Breeding 3.8 On-Farm Slaughter and Euthanasia Best Practice 3.9 Prohibited Procedures 3.9.2 Other Prohibited Procedures 3.10 Live Export of Sheep 3.11 Genetically Modified Organisms on Farm 3.12 Shearing Best Practice 3.12.1 Shearing Sheds and Facilities 3.12.2 Shearing 3.13 Predation <p><u>Kilde (s. 12–25)</u></p>
	 <p>Har en omfattende del om tema som dekker:</p> <ul style="list-style-type: none"> 1.2 Animal Welfare 1.2.1 Mulesing 1.2.2 Tail Docking 1.2.3 Castration 1.2.4 Hoof Care 1.2.5 Horn Care 1.2.6 Ear Marking 1.2.7 Lambing

Sertifisering		Kriterier
		<p>1.2.8 Breeding</p> <p>1.2.9 Shearing</p> <p>1.2.10 Euthanasia and On-farm Slaughter</p> <p>1.2.11 Sheep Handling and Transport</p> <p>1.2.12 Shelter and Housing</p> <p>1.2.13 Tethering</p> <p>1.3 Animal Health and Disease Management</p> <p>1.3.1 General</p> <p>1.3.2 Vaccination</p> <p>1.3.3 Rift Valley Fever (RVF)</p> <p>1.3.4 Health Management Requirements:</p> <p>1.3.5 Promotion of Internal and External Biosecurity</p> <p>1.3.6 On-farm Handling and Management of Chemicals</p> <p>1.4 Nutrition and Water</p> <p>1.4.1 General</p> <p>1.4.2 Nutrition</p> <p>1.4.3 Water</p> <p><u>Kilde (s. 6–18)</u></p>
		<ul style="list-style-type: none"> Ikke dekket
		<ul style="list-style-type: none"> Ikke dekket



Kontakt oss

Etisk handel Norge

Hausmanns gate 19

0182 Oslo

info@etiskhandel.no

www.etiskhandel.no