

Use this questionnaire to review the questions offline and work collaboratively with colleagues to complete the survey. Once you have collected and summarized all feedback please submit your answers in the survey online. Thanks for your contributions shaping the future of Fairtrade Standards.

Evolved Fairtrade Standards Consultation

Survey introduction

Welcome to the consultation on the revised Fairtrade Standard.

Your feedback on the proposed changes is extremely valuable. It will help ensure that the Fairtrade Standards continue to respond to the evolving needs of producer organisations, buyers and consumers. The consultation is open until 31 August. Please submit your responses before this date.

How to get started

To complete the survey, you will need to provide basic information about yourself and your organisation. This ensures that you are presented with the most relevant questions. You will be asked to indicate:

- Whether you are completing the survey as an individual or as a workshop facilitator;
- Whether you want to see changes relevant to SPOs, HLOs, or traders and/or licensees;
- General information about yourself and your organisation. This information is required to access the survey.
- If you have a FLO ID, please provide it. However, it is not mandatory to complete the survey.
- Whether you are responding as an individual or on behalf of an organisation or group;
- Your role within the supply chain.

All responses will be kept confidential and reported only in aggregated form.

Survey structure

The consultation survey is structured around the key proposed changes to the Fairtrade Standards.

- On the left side of the survey screen, you will find the different survey sections. You can choose to provide feedback on all sections or only those most relevant by clicking on a section to view its questions.
- Each section includes questions related to specific parts of the revised Fairtrade Standard. For each topic you will find:
- An introduction explaining the proposed change;
- A link to additional materials where relevant. Clicking the link will open an animated presentation (downloadable) or a specific section of the Standard (in a new tab).
- The text of the relevant Standard criteria, so it is not necessary to open the full document. If you wish to consult the full Standards document, it is available [here](#).
- The questions related to the proposed changes for your response.

Types of questions

- The consultation focuses on assessing whether the proposed changes are effective, easy to understand, and practical to implement. You will normally be required to choose from predefined response options.
- Select the option that best reflects your opinion.
- If you are unsure or do not have sufficient information, you can select "*I don't know.*"
- You are also encouraged to provide qualitative feedback on how the proposed changes can be improved, including any additional guidance or support needed for implementation.
- A text box is provided for comments, suggestions, and identification of potential implementation challenges.
- If you do not agree with a proposed change, please explain why and provide suggestions for improvement.

Estimated time to complete the survey

- The time required will depend on the sections you complete. As the consultation covers significant changes, reviewing the materials may take some time.
- Traders and licensees: Completing only the relevant sections will take approximately 60 minutes.
- SPOs and HLOs: The survey may take between 2–3 hours, including time to review supporting materials.
- If time is limited, you can focus on the most relevant sections. You do not need to complete one section before moving to another.
- You can also save your progress and return later. Your responses will be saved automatically.

Returning to the survey

- If you cannot complete the survey in one session:
- Your responses will be saved automatically, provided you return using the same computer.
- Please use the same browser and avoid clearing cookies or site data.

Submitting your responses

- When you are ready to submit:
- Click "Preview" to review and edit your responses.
- Once satisfied, click "Complete" to submit your survey.
- You can also click "Download responses" to keep a copy of your answers.
- If you wish to make changes after submission, you will need to complete a new survey.

What happens next

The results of the consultation will be shared in aggregated form with stakeholders towards the end of **September 2026**. Based on the feedback received, the revised Fairtrade Standards will be finalised and are expected to be published in early **2027**.

Thank you for your participation.

We look forward to receiving your valuable feedback.
Fairtrade International Standards Team

General survey questions**Who is filling this survey? ***

- ☐ Individual stakeholder
- ☐ Workshop Facilitator
- ☐ Test and Learn Facilitator

I want to see changes which apply to: *

- ☐ SPOs
- ☐ HLOs
- ☐ Traders and/or Licensees
- ☐ Trade Unions

Fill the following fields

Your name *

Your position *

Email *

FLO ID

Name of your organisation

Country *

In this survey, are you presenting your individual opinion or the collective opinion of your organisation? *

- ☐ Individual
- ☐ Collective

What is the role of your organisation in the supply chain? *

Select all that apply to you.

- ☐ Small Producer Organisation (SPO)
- ☐ Hired Labour Organisation (HLO)
- ☐ Trade Union
- ☐ Worker Representative
- ☐ Exporter
- ☐ Importer
- ☐ Processor/Manufacturer
- ☐ Distributor
- ☐ Retailer
- ☐ Consumer sales point
- ☐ Other (describe)

Adoption of principles-based framework**Why we are evolving Fairtrade Standards?**

Fairtrade is updating its Standards to remain effective, credible and practical in a changing environment. The changes respond to key challenges, including

- **Increasing Complexity:** Fairtrade Standards have become more difficult and costly to use and communicate.

- **Rising regulatory demands:** Increasing market requirements are adding complexity for producer organisations and traders.
- **Growing risks for producer organisations:** Climate change and other risks are making it more difficult for producer organisations to maintain their productivity and livelihoods.
- **Higher expectations from the market:** Buyers need stronger risk management in their supply chains and credible impact claims.

What is changing

- **User-friendliness:** Combining 18 standards into one common framework to ensure consistency and usability.
- **Clearer structure:** Organising requirements around Fairtrade Principles and intended impacts.
- **Risk-based approach to give flexibility to Producer organisations:** More flexibility for producer organisations to address the risks they are facing and focus on continuous improvement on addressing high-risk topics.
- **Stronger value for buyers:** Better risk transparency, more targeted support and clearer impact communication.

What is not changing

- **Core content remains the same.**
- **No topics have been removed or added.**
- **The Standard covers the same scope of action and the same level of ambition.**

PLEASE NOTE

- Requirements related to actions required before an organisation can be certified have been removed from the standard and will be included in the application process.
- Binding content from Interpretation Notes is still applicable. This has been incorporated into the evolved standard where possible.
- Guidance to support implementation of the evolved standards will be consolidated and published once the final Standard is complete.

Principles-based framework

The [Fairtrade standard](#) is now structured around [20 principles](#) that focus on the outcomes Fairtrade certification aims to achieve. The Principles are divided across four chapters, setting out Fairtrade's intended management, social, environmental and economic impacts.

- The management and economic principles outline the commitments that define how a Fairtrade organisation operates.
- The social and environmental principles set out the commitments that drive action on social and environmental impacts.

The principles-based Standard is aligned with Fairtrade's Theory of Change, Human Rights and Environmental Due Diligence (HREDD) Principles, Agroecology Principles and the International Fairtrade Charter.

The purpose of this change is to make it easier to understand how the Standard contributes to achieving Fairtrade outcomes, and to communicate this to stakeholders.

Does the new principles -based structure make it easy to understand what impacts Fairtrade certification is intended to achieve?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the new principles -based structure make it easy to identify what actions are expected from your organisation to implement the Fairtrade principles?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the new principles -based structure make it easy to communicate to members, workers, buyers, consumers or other stakeholders what Fairtrade certification stands for?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make it easier to understand and communicate?

Principles-based framework - inclusion of economic chapter

The evolved Fairtrade Standard includes an [economic chapter](#) that highlights how Fairtrade certification aims to improve the livelihoods of farmers and workers. The Criteria in this chapter are not new. They have been moved from other sections in the current standards. This change aims to highlight the unique importance that Fairtrade certification places on achieving positive economic impacts and resilient livelihoods for farmers and workers.

Does the inclusion of a specific economic chapter make it easy to understand how the standard supports the livelihoods of Fairtrade producers and workers?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the inclusion of a specific economic chapter make it easy to communicate the economic benefits Fairtrade certification stands for to members, workers, buyers, consumers or other stakeholders ?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make it easier to understand and communicate?

Principles-based framework - Principle 4. Transparency of Fairtrade Products

The Criteria related to the transparency and traceability of Fairtrade products have been restructured to reflect changes currently being incorporated into the Trader Standard in line with ISEAL guidance regarding traceability and chain of custody models.

The Criteria in this chapter are not new. They have been consolidated from existing requirements. **The revised structure is intended to make it easier for producer organisations and traders to understand the documents, records, and control mechanisms they need to implement throughout the supply chain**, including storage, transport, processing, packaging, labelling, and handling, to maintain transparency of Fairtrade products.

Does the structure of Principle 4 make it easy to identify the traceability and control measures that must be implemented at different stages of the supply chain (e.g. storage, transport, processing, packaging, labelling, and handling)?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the structure of Principle 4 make it easy to understand which documents and procedures apply to each chain of custody model and product?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What changes would make this section easier to understand and implement?

Integration of Product Standards

Integration of Product Standards

The evolved Fairtrade Standard groups together 18 Fairtrade Standards into a single integrated framework This includes three generic Standards (for Smallholder Producer Organisations (SPO), Hired Labour Organisations (HLO) and Traders) and fifteen product-specific standards related to agricultural production. **This consolidation aims to ensure greater consistency and make Fairtrade standards easier to use.**

The integration of these standards means that:

- The total number of Fairtrade Standards will be reduced from 24 to 6. The single standard does not include the Contract Production Standard, the standalone Standards for Textiles, Gold and Precious Metals and Climate and the product standard for Sports Balls.
- The total number of standards requirements has been reduced through consolidation of requirements that address the same topic, removing duplication and aligning language.

Product-specific Criteria are included in the evolved Standard in two ways:

1. In topic-related annexes (see next section)

2. In product-specific Criteria within the evolved Standard. These are included when a product-specific Criteria

- is more strict or has different applicability (annual leave for FLOWERS AND PLANTS, contracts for temporary workers for TEA) or
- is unique to a product (e.g. CLMRS, geolocation data - COCOA & COFFEE, Fairtrade Compliance Committee TEA)

This change aims to make Fairtrade Standards easier to use.

Does the integration of all the Fairtrade product standards into the single evolved Fairtrade Standards Framework make it easier to use Fairtrade standards?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the integration of all the Fairtrade product standards into the single evolved Fairtrade Standards Framework make Fairtrade standards easy to understand and communicate to members/workers/buyers/consumers/stakeholders?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Is it easy to identify product specific Criteria in the standard?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make product-specific content in the Fairtrade Standards framework easier to use and communicate?

Use of Annexes for product-specific requirements

Where many products require an action with the same purpose but have different implementation details, **product-specific requirements have been shifted into simple, easy-to-use tables included as annexes to the standard, just as we do with the Fairtrade Minimum Price and Premium Table.** These annexes bring together many requirements with the same purpose from multiple product standards into one place for easy reference.

Annexes cover product-specific Criteria for the following topics:

- [Contracts and payments](#)
- [SPO definition](#)
- [Systemic retrocertification](#)
- [Unfair Trading Practices](#)
- [Accepted certifications](#)
- [Reporting to Fairtrade](#)
- [Fairtrade Price and Premium table](#)
- [Producer support](#)
- [Definition of Fairtrade payer and conveyor](#)

Existing annexes that apply to all products are also included:

- [Freedom of Association Protocol](#)
- [Hazardous Material List](#)

There is one product-specific annex:

- [Member information \(cocoa\)](#)

Is it easy to find the requirements that apply to your product in the Annexes and to know what you need to implement?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make the annexes easier to understand and use?

Risk and Results Approach Producer Organisations

You can see an explanation of the Risks and Results approach and what it will mean for producer organisations by watching these [animated slides](#)

The risks and results approach is a new way to prioritise the social and environmental requirements.

The aim is to enable producer organisations to focus on implementing social and environmental Criteria that are relevant to address the real risks they are facing.

In the Risks and Results approach, the applicability of all social and environmental Criteria depends on the risk level the producer organisation has for each risk topic. Producer organisations identify their risk level for each social and environmental topic using a Risk Assessment tool provided by Fairtrade.

The risk assessment process follows the same steps that producer organisations already use:

- SPOs assess the risks of non-compliance of members and to identify members' needs to prioritise how Fairtrade Premium is used.
- HLO assess their salient Human Rights and Due Diligence risks.

The Producer Organisation's risk level for each social and environmental topic is determined by:

- Information on the most common risks for the product and the country where they operate from the **Fairtrade Risk Map**, based on the latest data and research.
- Results of a **self-assessment** identifying how these risks affect their organisation and their members and/or workers.
- **Evidence of other certifications (EU and USDA organic)** that show that an auditor has already checked compliance with relevant requirements in another standard.

Producer organisations comply with the Criteria required for their risk level for each topic. If an auditor finds a risk that was not identified in the risk assessment during an audit, they can raise the risk level for that topic, and the producer organisation will need to comply with the Criteria that apply for the higher risk level.

The Risk and Results approach is intended to benefit producers by reducing the number of Criteria they need to comply with for topics where they have low or medium risk. It also allows them to target the actions to achieve compliance with the groups that are most affected by the risks, leading to more efficient and effective implementation.

Please Note

The Fairtrade Risk Map and Self-assessment tool are being further developed to align with the Fairtrade Standards to support the Risks and Results approach. **For consultation Fairtrade is providing draft tools which will be further developed based on feedback gathered during the consultation.**

Effective management and due diligence systems

Principle 2 Effective management and due diligence systems are designed to help producers set up their management systems and keep relevant documents to manage implementation and compliance. It sets out basic good practice for organisational management to help producer organisations understand the risks they are facing, prioritise what they need to do to address them, and track what they have done and the progress they have made. This is the same process producer organisations already use to develop and implement the Fairtrade Development Plan, and manage compliance with the Fairtrade standard. It is also based on the Human Rights and Environmental Due Diligence process, which has now been embedded into the way the Fairtrade Standard works. This means that you implement the HREDD cycle by complying with the standard.

The aim is to consolidate requirements related to risk assessment, planning, implementation and reporting into a single system that is easy to understand and use.

Fairtrade International will develop simple templates to support SPOs, particularly very small producer organisations and HLOs, to implement effective management systems. The templates are intended as practical support tools, and their use will not be mandatory.

Looking at the structure of the Effective Management and Due Diligence section (principle 2), is it easy to understand how to set up your management system to implement the Fairtrade standard?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Looking at the structure of the Effective Management and Due Diligence section (principle 2), is it easy to understand how complying with the standard supports a Human rights and environmental due diligence approach?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make the structure for effective management and due diligence systems set out in principle 2 more practical to implement? e.g., clarifications, support, templates, guidance?

Supporting documentation management and implementation

You can see an explanation of how the evolved Fairtrade Standards support producer organisations to set up their management systems and manage their documentation in this presentation.

[Animated Slides Documentation Management](#)

The Standard is designed to help producer organisations manage their documentation in two main ways:

- Wherever a Standard Criteria requires records to be kept, the necessary documentation is listed in a separate column so it is easy to see and to refer back to. This column includes a reference showing which part of your management system these records should be kept in.
- Each part of the management system set out under Principle 2 includes a list of documents that producer organisations will need to keep. This includes a reference to the Criteria number so producer organisations can check whether this applies to them, and the details of the records they need to keep.

Does showing the required documentation in a separate column make it easy to understand how to set up your documentation system?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Do the lists of required documentation within the management systems Criteria make it easy to manage your documentation?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Would it be useful for Fairtrade to provide a template for document management instead of including the lists of required documents in the Criteria in principle 2?

☐ Useful ☐ Neutral ☐ Not useful ☐ I don't know

What would make it easier to manage the documentation needed to implement the standard and to show compliance?

Commitment to respect Fairtrade Principles, Human Rights and the Environment

The Commitment to Fairtrade principles, Human Rights and the Environment consolidates several existing requirements. The aim is to streamline the processes and make it clear that implementing the Fairtrade principles set out in the Standard enables producer organisations to respect Human Rights and the Environment.

Applies to:	Year	Criteria
SPOs HLOs	0	2.1.1 You have a written Commitment to Respect Fairtrade Principles, Human Rights and the Environment. In the document, you confirm that your organisation: • Commits to uphold internationally recognised human rights, including labour rights as set out in ILO conventions and the United Nations Guiding Principles (UNGP) on Business and Human Rights. • Commits to protect the environment, including soil, water and biodiversity. • Avoids causing or contributing to adverse human rights and environmental impacts, and ensures that if any such impacts occur, they will be addressed. • Commits to comply with all relevant Criteria in the Fairtrade Standard.

The Commitment consolidates requirements:

- for SPOs to explain the benefits of Fairtrade to members
- for HLOs to make a commitment to Fairtrade and uphold key ILO conventions that protect workers' rights,
- for Traders, HLOs and SPOs in Coffee and Cocoa to respect human rights and the environment as part of human rights and environmental due diligence (HREDD).

The written commitment has been extended to SPOs to ensure that the fundamental commitment we expect of all Fairtrade-certified organisations is clear and transparent across the supply chain.

Fairtrade will provide a simple template for a commitment statement that producer organisations can use and adapt to comply with this requirement.

Commitment to respect Fairtrade principles, human rights and the environment

Does combining the commitment to Fairtrade with the broader commitment to respect Human rights and the environment make it easy to understand how complying with the Fairtrade standard helps producer organisations protect human rights and the environment?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Is the combined commitment practical to implement the Criteria?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Please leave a comment:

What would make it more effective and practical to implement the Criteria? e.g., is there any clarification, guidance or support that would help you implement this approach?

Risk and Needs Assessment

The starting point for the risks and results approach is a risk assessment. This a core part of any good management system and an essential step in the Due Diligence cycle.

The risk assessment is essentially the same process that producer organisations already use:

- SPOs use to assess the risks of non-compliance of their members with the Fairtrade standard, and to identify the needs of their members and their organisation to make their Fairtrade development plan.
- HLOs, SPOs in Coffee and Cocoa, and Traders use to identify salient Human Rights and Environmental risks as part of the HREDD requirements.

Fairtrade is providing a tool to conduct the risk assessment. The risk assessment process has several stages that can all be completed in the tool.

Based on the results of the risk assessment, producer organisations will have to implement the standard Criteria that are applicable for their risk level for each topic (See Risks and Results Approach for Social and Environmental Topics)

Risk and needs assessment

Applies to:	Year	Criteria
HLOs	0	2.2.1 a You conduct an assessment to identify the human rights and environmental risks related to your organisation, how they are affecting workers, local communities and the environment, and which groups are most affected by these risks. You complete the risk assessment using the Fairtrade Risk Assessment tool. In your risk assessment: • You incorporate the findings from the Fairtrade Risk Map for your product and country. • You complete a self-assessment to identify how these risks affect workers and your organisation. • You include relevant results from your last audit to complete the self-assessment. • You identify vulnerable groups and those who are, or could be, most affected by the identified risks. • You use information from your grievance mechanism to identify risks of harm (See 2.6.3 Grievance mechanism). • You consult with workers and worker representatives to identify the impact of the risks and the groups that are most affected, and document the outcomes of the consultation in the self-assessment tool. • You include the findings of other risk assessments required by the Fairtrade standard in your risk assessment. These include: - o Needs assessment for migrant and seasonal workers (see 7.3.7 Equitable benefits for all workers). Applies to Fruit and Vegetable companies in Latin America & the Caribbean. - o Health and Safety Risk Assessment (See 8.1.3 Health and Safety Risk Assessment). - o Potential health risks from irrigation water (See 13.1.5 Water quality & management of health risks). If you are certified against any of the certifications accepted by Fairtrade as evidence that action is being taken to mitigate human rights and environmental risks (See ANNEX A5. Accepted Certifications), you may provide evidence of a valid certificate and the latest audit findings in your self-assessment to reduce duplication of audit effort. You review the risk assessment annually and include any changes in the Fairtrade Risk Map results, the findings from the latest audit, and the analysis of grievances received. You update the risk assessment at least every three years.

Is the proposed approach to risk assessment an effective way to support producers understand the risks affecting members, workers and the environment?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the proposed approach to risk assessment practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Combined Risk and Needs Assessment

For SPOs, the standard now combines the assessment of risks of non-compliance and the needs assessment to prioritise the use of Fairtrade premium into one integrated process. This is because many of the same stakeholders are involved in identifying both development needs and the risks affecting producers, members, workers and the local communities.

Fairtrade will provide a tool to help producers conduct the combined risks and needs assessment. (see Risks and Results Approach).

Many small producer organisations currently use other tools like a map of their production areas and local communities when conducting assessing risks and needs of their members. **The Fairtrade Standard does not currently require SPOs to have a map to support these processes although many SPOs find this useful to understand where risks are present and who is most affected.**

The combined risks and needs assessment is intended to support a more comprehensive and coherent planning process, reduce the need for separate assessments and make it easier to plan and track all activities in one place.

Risk and needs assessment

Applies to:	Year	Criteria
SPOs	0	2.2.1 You conduct an assessment to identify: • The human rights and environmental risks related to your organisation, and which groups are most affected by these risks. • The development needs and priorities of your organisation and your members, workers, community and/or environment. You complete an assessment of human rights and environmental risks using the Fairtrade Risk Assessment tool. In your risk assessment: • You include the findings from the Fairtrade Risk Map for your product and country. • You complete a self-assessment to identify how these risks affect your members and your organisation. • You include relevant results from your last audit to complete the self-assessment. • You identify which of your members are affected by these risks, and any vulnerable groups who are, or could be, affected. You consult with members to identify the impact of the risks identified, the groups that are most affected, and their needs. You ensure that women and youth, workers and other vulnerable groups are consulted and that their needs are included in your assessment. If you are certified against any of the certifications accepted by Fairtrade as evidence that action is being taken to mitigate human rights and environmental risks (See ANNEX A5. Accepted Certifications), you may provide evidence of a valid certificate and the latest audit findings in your self-assessment to reduce duplication of audit effort. You review the risk and needs assessment annually and include any changes in the Fairtrade Risk Map results and the findings from the latest audit. You update the risk and needs assessment at least every three years.

Does combining the risks and needs assessment into a single assessment make it easy to identify all the issues that affect your members and your organisation?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does the tool provided by Fairtrade to support the risks and needs assessment make it easy to identify all the issues that affect your members and your organisation?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Please explain why.

How useful is it to have a map of your production areas to be able to do a good risk assessment?

☐ Useful ☐ Neutral ☐ Not useful ☐ I don't know

How practical is it to require a map as part of the risk and needs assessment?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

Action Plan (Including Plan for use of Fairtrade Premium)

The action plan aims to create a framework for a single plan that includes all the relevant actions that a producer organisation needs to plan each year to implement the standard and to meet the needs of members.

For SPOs, this will bring together the process for developing the Fairtrade Development Plan (FDP) with the planning for the other activities needed to implement the standard, based on the combined risks and needs assessment.

In the action plan, SPOs will indicate which activities they will fund with Fairtrade Premium. The aim is to make it easier to manage implementation and budgeting. It will also make it easier to report on how Fairtrade Premium is used to address issues identified in the risks and needs assessment.

This does not change the rules for using the Fairtrade Premium. It just makes it easier to see and understand how Premium is being used to address the risks and needs you have identified.

Fairtrade International will provide a template for the action plan to support implementation.

Action plan (Including plan for use of Fairtrade Premium)

Applies to:	Year	Criteria
SPOs	0	2.3.1 You develop and implement an action plan including: • All planned activities to support compliance with the Standard to address the risks identified in your risk and needs assessment, • The priorities for use of Fairtrade Premium based on your risk and needs assessment. • Which activities you plan to fund with Fairtrade Premium - making sure that all the activities to be funded with the Fairtrade Premium are included in the plan. • A reasonable budget for activities you plan to fund with Fairtrade Premium, based on expected Fairtrade Premium income, For each activity in the action plan, you include: • the description of the activity (what you plan to do); • the objective of the activity (why you plan to do it); • the timeline of the activity (by when you plan to do it); • the responsibilities (who will be in charge of doing it); • in case you need to spend funds, the budget of the activity (how much you plan to spend) You consult in an inclusive and meaningful way with members, including workers and vulnerable groups, to identify activities in the action plan and priorities for the use of the Fairtrade Premium. You present the action plan to the General Assembly (See 3.1.7 General Assembly), which approves it before any activities are implemented. Every year, you complete your planned activities, and you update the plan by planning at least one additional activity to be approved by the General Assembly.
SPOs 2nd & 3rd grade	0	2.3.1 a You ensure that you have an action plan, which benefits all Fairtrade member organisations. The action plan includes: • the total Fairtrade Premium income, • the allocation system to the member organisations (See 18.2.3.a Fair Distribution of FT Premium for multi-estates and 2nd and 3rd grade SPOs) • the Fairtrade Premium decisions taken. Organisation delegates consult members from their organisations to develop the action plan. If Fairtrade Premium is channelled to the member organisations directly, you keep documentation of the action plans of all the member organisations showing how Fairtrade Premium will be spent. You present the action plan to the General Assembly of members or delegates (See 3.1.4), who approve it before any activities are implemented.

Does developing a single plan, including indicating which actions will be funded by the Fairtrade premium, make it easy to understand, manage and track all the actions needed to implement the Fairtrade standard?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does developing a single plan, including indicating which actions will be funded by the Fairtrade premium, make it easy to prioritise how the premium is spent to have the greatest impact?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Does developing a single plan, including indicating which actions will be funded by the Fairtrade premium, make it easy to report premium use to Fairtrade?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

What would make it easier to understand and implement?

Action Plan

The action plan Criteria for HLOs changes the focus from planning additional activities to address salient HREDD issues, to an action plan that supports compliance with the Fairtrade Standard. This is because the HREDD process has been mainstreamed so that producer organisations meet their HREDD obligations by implementing the Fairtrade Standard.

The action plan includes all the activities that must be planned and resourced to implement the Fairtrade standard. **The aim is to make it easier to manage implementation and budgeting, reduce unnecessary paperwork and highlight how the implementation of the Fairtrade standard supports the protection of human rights and the environment.**

Action plan

Applies to:	Year	Criteria
HLOs	0	2.3.2 You develop and implement an action plan including all planned activities to support compliance with the Fairtrade Standard to address the social and environmental risks identified in your risk assessment. You consult in an inclusive and meaningful way with workers, worker representatives, trade union representatives and vulnerable groups to identify activities and priorities in the action plan. You present the action plan to worker representatives and the General Assembly (see 3.1.7a General Assembly), who approve it. You share the action plan with trade unions representing workers in the company. You revise the action plan annually to keep it up to date.

Does the new focus of the Action Plan make it easy to understand and communicate how the Fairtrade standard addresses human rights and environmental risks?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Is new focus of the action plan practical to implement ?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

Risk Assessment and Action Plan: Consultation with Workers

In Hired Labour Organisations, management is responsible for consulting workers when conducting the risk assessment and developing the action plan

- The risk assessment process requires management to consult with workers and worker representatives to identify the impact of the risks and the groups that are most affected by these risks.
- The development of the action plan also requires management to consult in an inclusive and meaningful way with workers, worker representatives, trade union representatives and vulnerable groups to identify and prioritise activities in the action plan.

This is a separate process from the identification of the needs of workers to prioritise the use of Fairtrade Premium, which remains the responsibility of the Fairtrade Premium Committee.

Both processes require consultation with workers regarding the impacts of social and environmental risks and how these may affect them.

- Information generated through the risk assessment process may inform discussions on worker needs and Fairtrade Premium priorities, including broader issues affecting worker wellbeing.
- Similarly, consultations on workers' needs and priorities may highlight specific impacts on workers or vulnerable groups that are relevant to the risk assessment process.

Ideally, both management and the Fairtrade Premium Committee (FPC) should have a full view of the issues affecting workers to be able to prioritise their activities effectively. This approach aims to strengthen coherence between risk identification and workers' needs while maintaining the independent role of the FPC in decision-making on Premium use.

PLEASE NOTE that this does not change the rules for the use of the Fairtrade Premium.

Can the needs assessment with workers carried out by the Premium Committee be used during the risk assessment that management conducts with trade unions or other elected representatives in the workplace, for them to better understand the issues that undermine workers' wellbeing?

☐ Yes ☐ No ☐ I don't know

Is there a practical way for the Fairtrade Premium Committee to share the needs assessment with management and trade unions or other elected worker representatives in the workplace and, together, explore how those needs are best met?

☐ Yes ☐ No ☐ I don't know

Please explain why.

Reporting on Action Plan

In the evolved Standard, all due diligence activities are covered by implementing the Fairtrade Standard and the Action Plan sets out the steps to do this (See 2.3.2 Action Plan). **HLOs now need to track the progress and effectiveness of implementation of the Action Plan.**

A simple explanation of the information required to report on the action plan has been included to align the Criteria with what is required for SPOs and improve auditability. As with the previous requirement, the Criteria includes documenting the lessons learned to improve implementation, and reporting to the workers' General Assembly and to management, and/or board and/or shareholders. (See 2.9.1.a Reporting to Internal Stakeholders (General Assembly)).

Reporting to internal stakeholders (General Assembly)

Applies to:	Year	Criteria
SPOs	1	2.9.1 You report annually on the results of the Action Plan and activities funded by Fairtrade Premium, and on the progress of existing projects (See 2.8.1 Tracking results of Action Plan implementation and use of Fairtrade Premium) to the General Assembly.

Reporting to internal stakeholders (General Assembly)

Applies to:	Year	Criteria
HLOs	1	2.9.1 a You report annually to the General Assembly of workers and to your management and/or board and/or shareholders on the following: • Results of implementation of your action plan (See 2.8.1.a Tracking results of action plan implementation) • Key lessons learned from tracking the implementation and effectiveness of your action plan, and improvements made (See 2.8.4 Tracking effectiveness to improve implementation)
HLOs	1	2.9.1 b The Fairtrade Premium Committee reports annually on the progress and results of the actions funded by Fairtrade Premium to implement the Fairtrade Premium Plan (See 2.8.1.b Tracking results of use of Fairtrade Premium).

Does the shift from tracking progress on due diligence activities to tracking progress and reporting on the action plan support effective management and due diligence systems for HLOs?

☐ Yes ☐ No ☐ I don't know

Is the proposed approach to tracking progress and reporting on the action plan practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

Procedure to manage compliance

Currently, all SPOs must have a procedure in place to manage members' compliance with the Standard in Year 3. **To support the adoption of the risks and results approach, this Criteria has been reworded to explain how SPOs can use the results of their risk assessment to prioritise the way they manage compliance.**

The procedure to manage compliance is now required in Year 1 to make compliance management more logical and effective for producer organisations.

PLEASE NOTE. This is different from the Criteria that requires a full Internal Management System with a more complex set of rules and processes, which applies to SPOs with over 100 members, 2nd and 3rd grade organisations, and SPOs in Cocoa.

Procedure to monitor and support compliance

Applies to:	Year	Criteria
SPOs	1	2.5.2 You define and implement a procedure to monitor and assess the performance and compliance of your members with the Fairtrade Standard. • You use your risk and needs assessment to identify members, or groups of members, who are at risk of not complying with specific Criteria in the standard (See 2.2.1 Risk and Needs Assessment) • You focus your monitoring of performance on members with the highest risk of non-compliance. • You focus your actions on supporting compliance with members with the highest risk of non-compliance.

Does the inclusion of information on how to target compliance management using the risk -based approach support effective management for SPOs?

☐ Yes ☐ No ☐ I don't know

Is the proposed approach practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

Grievance mechanism

A grievance procedure is required to support good management. This Criteria aims to ensure that anyone who is affected by the actions of a producer organisation or its members can make a complaint, and that the complaint will be addressed. A grievance mechanism is already required for HLOs and Traders. **It has been made applicable to Small Producer Organisations to support the protection of human rights and the environment.**

A grievance procedure does not need to be complicated. The Criteria for the grievance mechanism for SPOs have been aligned with the requirements for small traders to ensure that the measures are manageable.

PLEASE NOTE: To set up an effective grievance mechanism, producer organisations must also put in place measures to prevent retaliation against people who make complaints. This is set out in Criteria 9.2.4.

Grievance mechanism

Applies to:	Year	Criteria
SPOs	3	2.6.3 b You have a transparent grievance mechanism that allows members, workers and local communities to raise complaints. Your grievance mechanism includes: • You have a written procedure for managing any complaints of injustice, harm or fraud relating to your operations. You include timelines for responding to complaints. You can use the model procedures in 2.2. • You appoint a specific person responsible for handling complaints. This can be the same person responsible for Fairtrade matters. • You raise awareness among your members and workers about the grievance mechanism and how to use it. • You implement the procedure when you receive a complaint. • You communicate your follow-up actions to all parties involved. • You document complaints received and the actions taken to address them.

Is the grievance mechanism Criteria an effective way to support SPO's manage complaints?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the proposed approach practical to implement?

☐ Practical
 ☐ Neutral
 ☐ Not practical
 ☐ I don't know

How could this be made more effective and practical?

Risk and Result Approach for Traders

The Risk and Results approach does not apply to traders in the same way as it applies to Producer organisations. For producer organisations, the Risks and Results approach fundamentally reshapes how social and environmental requirements are prioritised. **For Traders, the Risks and Results approach refines selected HREDD requirements to better reflect the roles of traders within supply chains and to strengthen their contribution to addressing risks at the producer organisation level. The aim is to improve clarity, feasibility, and auditability.**

The Criteria have been revised to:

- Clarify the scope and intention of HREDD risk assessments.
- Strengthen the link between HREDD action planning and targeting support for Fairtrade producer organisations to address risks in Fairtrade supply chains.
- Introduce differentiated approaches to producer organisation support based on traders' roles in the supply chain.

In this way, the revised Trader Standard complements the risk-based approach for producer organisations by strengthening how traders identify, prioritise and respond to risks in their supply chains, without fundamentally changing the overall structure of trader requirements.

Please note: The Trader Standard has already undergone a comprehensive review, and the revised Standard will be published in July 2026. **The evolved Fairtrade Standard builds on the revised Trader Standard.**

Commitment to respect Fairtrade Principles, Human Rights and the Environment

This Criteria has been revised to align more closely with the Criteria for producer organisations (SPOs and HLOs) by strengthening the link between Fairtrade Principles, human rights, and environmental protection within a unified framework.

- The written commitment specifically mentions the respect for labour rights and conducting due diligence to avoid causing or contributing to adverse human rights or environmental impacts, and address such impacts where they occur.
- The revised Criteria explicitly positions due diligence as the key mechanism through which traders operationalise their commitment to human rights and environmental protection, which is aligned with the broader Fairtrade Principles and the overall standards framework.

The aim is to improve the feasibility of implementation and auditability.

Commitment to respect Fairtrade Principles, Human Rights and the Environment

Applies to:	Year	Criteria
Trader	0	2.1.1 You have a written commitment to respect human rights and the environment. The commitment confirms that your organisation: • Commits to uphold internationally recognised human rights, labour rights and environmental rights • Commits to conduct due diligence to avoid causing or contributing to adverse human rights or environmental impacts, and address such impacts where they occur. The commitment is reviewed and is signed off by senior management.

Is the revised Criteria effective in setting clear expectations for human rights and environmental due diligence?

☐ Effective
 ☐ Neutral
 ☐ Not effective
 ☐ I don't know

Is the proposed approach practical to implement?

☐ Practical
 ☐ Neutral
 ☐ Not practical
 ☐ I don't know

What would make it more effective and practical?

Human Rights and Environmental Risk Assessment

The Criteria have been revised to clarify the scope of the risk assessment and make it more relevant and manageable for traders in the context of Fairtrade certification. The revised approach strengthens the focus on risks related specifically to Fairtrade supply chains.

The Criteria provides two entry points for the risk assessment, recognising that many traders already conduct human rights and environmental risk assessments at the company level:

- **Traders with an existing organisation-wide risk assessment are expected to identify and extract those risks that are relevant to their Fairtrade sourcing and supply chains;**
- **Traders without such an assessment can conduct a more focused risk assessment focusing on Fairtrade supply chains** using the Fairtrade Risk Map.

The Fairtrade Risk Map provides a common reference point to support the identification of structural risks in Fairtrade supply chains. It is intended to complement, not replace, company-specific data and assessments.

The steps of the risk assessment process have not changed. The revised Criteria clarifies the scope by focusing more explicitly on Fairtrade-relevant risks and by strengthening the link between risk identification, action planning, and targeted support for Fairtrade producer organisations.

These changes aim to improve practicality and auditability, and strengthen alignment with established human rights and environmental due diligence approaches and Fairtrade objectives.

Human Rights and Environmental Risk Assessment

Applies to:	Year	Criteria
Trader	0	2.2.1 b You identify the human rights and environmental risks related to your Fairtrade supply chains and own operations at least every three years. You do this in the following way: • Applies to organisations that have an existing human rights and environmental risk assessment for their business operations. You identify which of these risks are relevant for the main commodities and sourcing countries in your Fairtrade supply chain. You consider external data and research, which includes a reference to the Fairtrade International Risk Map. • Applies to organisations that do not have an existing human rights and environmental risk assessment for their business operations. You use the Fairtrade Risk Map to identify the most serious risks and challenges in your main Fairtrade commodities and countries. In your risk assessment, you: • assess which risks and challenges are most serious. • identify the vulnerable groups of people who are or could be impacted more than others. • identify which of your company's practices cause or contribute to these issues. • consult your staff and your immediate Fairtrade suppliers to prioritise the risks and challenges to be addressed first.

Is the revised scope and approach for the risk assessment an effective way to support traders to understand the human rights and environmental risks related to their Fairtrade supply chains?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Does the revised focus on Fairtrade-specific risks provide a workable scope for traders' risk assessments?

☐ Workable ☐ Neutral ☐ Not workable ☐ I don't know

What would make it more effective and practical?

Action Plan

The Criteria has been revised to clarify the scope and content of the action plan and to strengthen its linkage to the outcomes of the human rights and environmental risk assessment for Fairtrade supply chains and its own operations.

The action plan Criteria are now the same for all Traders. It is applicable in Year 0 to increase alignment with the Risks and Results approach for Producer organisations, particularly in defining measures to support Fairtrade producer organisations to address risks (See 2.10.1a Supply chain dialogue and support).

The revised Criteria link the content of the action plan specifically to the implementation of Criteria required by the Fairtrade Standard.

The aim is to embed HREDD into the Fairtrade standard for traders in the same way that it has been embedded for producer organisations to improve coherence and auditability across the supply chain.

Engagement with suppliers and dialogue with other relevant actors is addressed explicitly through the Criteria on supply chain dialogue and support, which are intended to provide a more structured and relevant framework for consultation and collaboration to deliver Fairtrade outcomes.

The revised Criteria aims to improve clarity, consistency and auditability by defining more clearly what is expected in the action plan, while strengthening the link between risk identification and practical implementation.

Action Plan

Applies to:	Year	Criteria
Trader	0	2.3.4 You develop and implement an action plan that sets out the actions you will take to prevent and mitigate risks identified in your Fairtrade supply chains and own operations. You consult your staff, internal experts and immediate Fairtrade suppliers to identify effective activities. Your action plan includes activities, timelines and responsibilities to implement, as applicable: • Measures to support Fairtrade suppliers and/or producer organisations prevent and mitigate risks and remediate harms, if found (See 2.10.1 a Supply chain dialogue and support). • Dialogue and collaboration with Fairtrade suppliers, other companies, public authorities and/or civil society actors (See 2.10.1 a Supply chain dialogue and support). • Raising awareness among your management and staff on your commitment to protect human rights and the environment (See 2.1.3 b), including on relevant human rights and environmental issues in your Fairtrade supply chains. • Managing environmental impacts (See 11.3.2). The plan is approved by senior management and updated annually.

Is the revised scope and approach for the action plan an effective way to support traders manage risks related to their Fairtrade supply chains?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the proposed approach practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Supply Chain Dialogue and Support

The Criteria has been revised to combine and streamline existing requirements on supply chain dialogue and support for Fairtrade producer organisations. It includes a stronger focus on how traders can contribute to preventing, mitigating and remediating human rights and environmental risks through their engagement in Fairtrade supply chains.

The Criteria has been extended to all traders and is applicable in year 1 to ensure timely support to producer organisations to address their risks.

The revised approach introduces **differentiated expectations for traders based on their role in the supply chain and their relationship to Fairtrade producer organisations**. Three trader categories are defined based on whether they have direct commercial relationships, indirect connections, or no direct engagement with Fairtrade producer organisations. Traders are expected to implement at least one support measure relevant to their trader category that contributes to strengthening the resilience of Fairtrade producer organisations and supporting them to address identified risks in the Fairtrade supply chain.

The relevant support measures for each trader category have not been fully defined and will be informed by the outcome of the consultation. Fairtrade is also considering how existing support measures can be recognised in the options for producer organisation support, where these can clearly demonstrate that they contribute meaningfully to supporting Fairtrade producer organisations.

The approach is intended to provide flexibility by providing options for producer organisation support that are meaningful, practical and responsive to the needs of Fairtrade producer organisations and the realities of different trader roles across the supply chain.

Supply chain dialogue and support

Applies to:	Year	Criteria
Trader	1	2.10.1 a

Applies to:	Year	Criteria
		You implement at least one measure to support Fairtrade producer organisations to prevent, mitigate and remediate relevant human rights and environmental risks. To do this, you select at least one support measure from the list of options associated with your trader category. • Applies to organisations that have a direct commercial relationship with Fairtrade producer organisations (First Buyers). You engage in dialogue with the producer organisation(s) to confirm which support measure(s) are most relevant and appropriate for addressing the prioritised risks. • Applies to organisations that have no direct commercial relationship with Fairtrade producer organisations but have some producer organisation-level information or connections (e.g., through existing producer organisation support programmes). You engage in dialogue with producer organisation(s) or your immediate Fairtrade supplier to confirm which support measure(s) are most relevant and appropriate for addressing the prioritised risks. • Applies to organisations that have no direct commercial relationship with Fairtrade producer organisations (e.g., downstream actors). You identify the most relevant support to producer organisations through your direct Fairtrade supplier or through a recognised Fairtrade programme or industry initiative operating in your main sourcing commodity and country. Options for support measures include: - o Financial contributions - funding to producer organisations, provided directly or through intermediaries. - o Training - delivery of defined training activities to producer organisations directly or through third parties. - o Partnerships - facilitation of support to producer organisations through third parties. For example, financial contributions to producer organisation support programmes, Fairtrade programmes, or producer organisation funds. - o Advocacy - dialogue and collaboration with Fairtrade suppliers, other companies, public authorities and/or civil society actors, activities aimed at addressing identified risks through specific improvements. - o Commercial support, including - increased sourcing of Fairtrade products (with binding details on increased volumes over a fixed time period, agreed with producer organisations) - long-term purchasing commitments, including minimum volumes and time periods - price incentives such as sustainability differentials, or premiums beyond minimum requirements You document the support measures implemented, including: • support measure implemented • how the support measure(s) addresses the identified risks • (for support delivered via programmes/partnerships) evidence of implementation and number of Fairtrade beneficiaries (e.g., programme report) • (for direct financial support to producer organisations) records of which producer organisation received the funding, the value of the support and the date it was paid • (for support delivered through contribution to a fund) the value, the period covered, and the date of payment

Which of the following best describes your organisation's relationship with Fairtrade producer organisations?

- ☐ Purchase directly from Fairtrade producer organisations (First Buyer).
- ☐ Do not purchase directly from Fairtrade producer organisations, but source Fairtrade products through intermediaries and have some connection to producer organisations through supply chain engagement.
- ☐ No direct relationship with Fairtrade producer organisations and operate further downstream in the supply chain (e.g. manufacturer, brand owner, retailer).
- ☐ None of the above. Please explain

Which of the following support measures would be relevant and feasible for your organisation?

You may select multiple measures.

- ☐ Financial contributions
- ☐ Training
- ☐ Partnerships
- ☐ Advocacy

- ☐ Increased Fairtrade sourcing
- ☐ Long-term purchasing commitments
- ☐ Price incentives

Are there other support measures that should be included as options? Please give details

Risk and Results Approach to Social Topics

PLEASE NOTE You can see an explanation of the Risks and Results approach and what it will mean for producer organisations by watching these [animated slides](#)

In the evolved standard, Fairtrade has defined the applicability of all social Criteria by risk level for the relevant topic. The intention is to:

- ensure that fundamental protections of human rights, labour rights and the environment are always respected.
- provide for a logical and manageable progression of action to address risks.

The approach that has been used to allocate Criteria to risk levels is explained for each of the principles below.

PLEASE NOTE

A producer organisation's risk level for social topics may change over time. Changes may result from updates to Fairtrade Risk Maps, changes in the organisation's own circumstances or operating context identified in the self-assessment and findings from audit results. When the risk level changes, the producer organisation must comply with the Criteria applicable to the new risk level.

Continuous improvement/development requirements

The evolved standards no longer use development requirements based on a points system to support continuous improvement. The approach has been changed because with the points-based system it is not possible to track the continuous development trajectory that producer organisations are implementing, which does not provide the level of transparency needed to back up Fairtrade claims.

In the evolved standards continuous improvement Criteria:

- are applicable for high risk topics where additional action is needed to address risks. This will make it clearer when these actions must be taken and what they are intended to achieve.
- are applicable from year 3 to give producer organisations time to implement them, recognising that they are currently development requirements,
- where possible provide options that allow producer organisations to select the most relevant action for them to address the relevant risk.

5. Freedom from forced labour and child labour

These Criteria are intended to support a logical and manageable progression of action to address the risks related to Forced Labour and Child Labour by ensuring that:

- **The basic protection of workers' rights and children's rights is always applicable for all risk levels.** This includes raising awareness among members and workers that forced labour and child labour are not tolerated,
- **Policies and procedures to prevent harm are required when a risk of harm has been identified** (either in the Fairtrade risk map or in the self assessment or by an auditor) and are applicable for medium and high risk levels,
- **Procedures to remediate harm are required when there is a high-risk of harm, including when actual cases of harm have been identified.**

Producer organisations may develop a single policy and procedures to prevent risks and to remediate harm for all human rights issues. These do not need to be separate documents for each risk topic. Fairtrade will provide templates for policies and procedures to address human rights issues, which producer organisations can adapt to their own circumstances.

Several product-specific Criteria apply for products which have already been identified as high-risk for these topics and have defined specific actions to address them.

Risk Progression: Forced labour & Child labour

Freedom from Forced Labour and Child Labour (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Forced Labour	5.1.1 No tolerance of forced labour (Year 0)	5.1.1 No tolerance of forced labour (Year 0) 5.1.2 Prevention of forced labour (Year 1)	5.1.1 No tolerance of forced labour (Year 0) 5.1.2 Prevention of forced labour (Year 1) 5.1.3 Forced labour remediation (Year 1) 5.1.4 Forced labour monitoring and remediation system (only Cocoa) (Year 3)	
Child Labour	5.2.1 No child labour, including unconditional worst forms of child labour (Year 0)	5.2.1 No child labour, including unconditional worst forms of child labour (Year 0) 5.2.2 Prevention of child labour (Year 1)	5.2.1 No child labour, including unconditional worst forms of child labour (Year 1) 5.2.2 Prevention of child labour (Year 1)	

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
	5.2.7 Promote school attendance (only Cocoa) (Year 1)	5.2.7 Promote school attendance (only Cocoa) (Year 1)	5.2.3 Child labour remediation (Year 1) 5.2.4 Child labour monitoring and remediation system (only Cocoa) (Year 3) 5.2.7 Promote school attendance (only Cocoa) (Year 1)	

Freedom from forced labour and child labour (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Forced Labour	5.1.1 No tolerance of forced labour (Year 0)	5.1.1 No tolerance of forced labour (Year 0) 5.1.2 Prevention of forced labour (Year 1)	5.1.1 No tolerance of forced labour (Year 0) 5.1.2 Prevention of forced labour (Year 1) 5.1.3 Forced labour remediation (Year 1)	
Child Labour	5.2.1 No child labour, including unconditional worst forms of child labour (Year 0) 5.2.1.a No child labour TEA (Year 0) 5.2.5 Support the education of workers' children (Year 0)	5.2.1 No child labour, including unconditional worst forms of child labour (Year 0) 5.2.1.a No child labour (Only Tea) (Year 0) 5.2.2 Prevention of child labour (Year 1) 5.2.5 Support the education of workers' children (Year 0)	5.2.1 No child labour, including unconditional worst forms of child labour (Year 0) 5.2.1.a No child labour (Only Tea) (Year 0) 5.2.2 Prevention of child labour (Year 2) 5.2.3 Child labour remediation (Year 1) 5.2.5 Support the education of workers' children (Year 0)	5.2.6 Improve the education of workers' children (Year 3)

Are the Criteria for each risk level effective to support producers address different levels of risk related to Forced Labour and Child Labour?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria for each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Improving education of workers children

For HLOs, actions to support the education of workers' children are required for all risk levels.

Where there is a high risk of child labour, additional actions are required to improve the education of workers' children, including children of migrant and temporary/seasonal workers, as school attendance is a protective factor to prevent Child Labour.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Improve the education of workers' children

Applies to:	Year	Criteria
HLOs	3	6.2.4

Applies to:	Year	Criteria
		You implement measures to improve the education of all workers' children, including children of migrant and temporary/seasonal workers.

Is the Criteria to improve the education of workers' children effective to address a high risk of Child Labour?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

6. Freedom of association, collective bargaining and social dialogue

These Criteria are intended to support a **logical and manageable progression of action to address the risks related to freedom of association, collective bargaining and social dialogue** by ensuring that :

- The **basic good practices required to protect labour rights are always applicable for all risk levels. This is the case for the majority of Criteria in this topic.**

- **Additional Criteria apply when specific conditions are present that create a high risk that these rights may not be respected** (such as the absence of a Collective Bargaining Agreement).

In addition, **Some changes have been made to strengthen the Criteria for Freedom of Association to ensure respect for the rights of trade unions.** These changes recognise that trade unions are not only stakeholders and representatives of workers as rights holders, but they are also rights holders themselves in relation to collective labour rights and trade union freedoms. This Fairtrade principle is based on the understanding that increased respect for freedom of association also serves good labour relations in the workplace and contributes to decent working conditions.

Several product-specific Criteria apply for Tea in Hired Labour Organisations, which have already identified high risks for these topics and have defined specific actions to address them.

Risk Progression: Freedom of Association, and Collective Bargaining

Freedom of association, collective bargaining and social dialogue (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Freedom of Association and collective bargaining	6.1.1 Guarantee freedom of association (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0)	6.1.1 Guarantee freedom of association (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0)	6.1.1 Guarantee freedom of association (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0)	6.1.4 Strengthening freedom of association and workers' rights (Year 3)

Freedom of association, collective bargaining and social dialogue (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Freedom of Association and collective bargaining	6.1.1 Guarantee freedom of association (Year 0) 6.1.1.a Guarantee freedom of association (Year 0) 6.1.1.b Guarantee freedom of association (Year 0) 6.1.2 Informing workers of their rights (Year 0) 6.1.3 Training on worker rights (Only Tea) (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.2 Facilitate the work of trade union and worker representatives (Year 0) 6.2.4.a Training of trade union and worker representatives (Only Tea) (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0) 6.3.1 Adherence to Collective Bargaining Agreements (CBA) (Year 0) 6.3.3 Social dialogue between management and Trade Union / elected worker representatives (Year 0)	6.1.1 Guarantee freedom of association (Year 0) 6.1.1.a Guarantee freedom of association (Year 0) 6.1.1.b Guarantee freedom of association (Year 0) 6.1.2 Informing workers of their rights (Year 0) 6.1.3 Training on worker rights (Only Tea) (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.2 Facilitate the work of trade union and worker representatives (Year 0) 6.2.4.a Training of trade union and worker representatives (Only Tea) (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0) 6.3.1 Adherence to Collective Bargaining Agreements (CBA) (Year 0) 6.3.2 Collective negotiations in the absence of a Collective Bargaining Agreement (CBA) (Year 0) 6.3.3 Social dialogue between management and Trade Union / elected worker representatives (Year 0)	6.1.1 Guarantee freedom of association (Year 0) 6.1.1.a Guarantee freedom of association (Year 0) 6.1.1.b Guarantee freedom of association (Year 0) 6.1.2 Informing workers of their rights (Year 0) 6.1.3 Training on worker rights (Only Tea) (Year 0) 6.2.1 Allow trade union representatives to meet with workers (Year 0) 6.2.2 Facilitate the work of trade union and worker representatives (Year 0) 6.2.3 Elected workers' organisation (Year 0) 6.2.4.a Training of trade union and worker representatives (Only Tea) (Year 0) 6.2.5 No discrimination against members of worker organisations or trade unions (Year 0) 6.2.6 No dismissal of trade union/worker representatives for related activities (Year 0) 6.3.1 Adherence to Collective Bargaining Agreements (CBA) (Year 0) 6.3.2 Collective negotiations in the absence of a Collective Bargaining Agreement (CBA) (Year 0) 6.3.3 Social dialogue between management and Trade Union / elected worker representatives (Year 0)	6.2.4 Training of trade union and worker representatives (Year 3)

Are the Criteria for each risk level effective to support producer organisations to protect freedom of association, collective bargaining and social dialogue?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria for each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Training of Trade Union and Worker Representatives

For HLOs where there is a high risk for freedom of association, additional action is required to offer training to trade union and worker representatives to enable them to fulfil their role in representing the interests of workers effectively. If training is provided, it must be delivered by an external expert or labour-focused NGO to ensure an appropriate focus on defending worker's interests.

This is a continuous improvement Criteria, applicable in Year 3, recognising that this is currently a development requirement.

Training of trade union and worker representatives

Applies to:	Year	Criteria
HLOs	3	6.2.4 Trade union/elected worker representatives are offered training on labour legislation and negotiation skills. Training is provided by experts selected by trade unions, labour-side NGOs or an independent labour relations specialist. Training takes place annually during working hours .

Is the Criteria requiring HLOs to offer training to trade union and worker representatives effective to support HLOs address a high risk to freedom of association?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement year 3, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT

Strengthening freedom of association and workers' rights

For SPOs that hire a significant number of workers and operate in contexts where no union is recognised and active in the area, or if unions are forbidden by law, or managed by government, an additional Criteria applies to address these risk factors for freedom of association, collective bargaining and social dialogue.

Options to strengthen freedom of association and workers' rights are provided so producer organisations can select the action that is most relevant in their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that the options are currently development requirements.

Strengthening freedom of association and workers' rights

Applies to:	Year	Criteria
SPOs	3	6.1.4 You implement at least one of the following actions to support freedom of association and workers' rights. • You ensure that all workers are aware of their rights and duties. Applies also to SPO members. • You provide awareness raising for all workers of their rights and duties. This takes place during paid working hours. • If there is no union that is recognised and active in your area, or if unions are forbidden by law, or managed by the government, you encourage workers to establish an independent workers' organisation to represent workers' interests and negotiate with you and defend their interests.

Is this Criteria effective to support SPOs address a high risk to freedom of association and workers' rights?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

- ☐ You implement at least one of the following actions to support freedom of association and workers' rights.
- ☐ You ensure that all workers are aware of their rights and duties. Applies also to SPO members.
- ☐ You provide awareness raising for all workers of their rights and duties. This takes place during paid working hours.
- ☐ If there is no union that is recognised and active in your area, or if unions are forbidden by law, or managed by the government, you encourage workers to establish an independent workers' organisation to represent workers's interests and negotiate with you and defend their interests.

What would make this effective and practical?

7. Fair employment

These Criteria are intended to support a logical and manageable progression of action to address the risks related to fair employment by ensuring that:

- **The basic good practices to protect labour rights are always applicable for all risk levels**, This is the case for the majority of Criteria for this topic
- **Additional Criteria are applicable when specific conditions are present that create a high risk that these rights may not be respected** (such as the use of brokers to hire workers).
- **A number of product specific Criteria apply for products in Hired Labour Organisations which have already identified high risks** for these topics and have defined specific actions to address them

Risk Progression Fair employment

Fair employment (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Fair Employment	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.6 Subcontracting workers (Year 0)	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.3 Permanent employment for regular work (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.6 Subcontracting workers (Year 0)	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.3 Permanent employment for regular work (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.5. Records of worker contracts and payments (Year 0) 7.1.6 Subcontracting workers (Year 0) 7.1.7 Compliance with the standard for subcontracted workers (Year 0)	7.1.10 Supporting fair employment conditions (Year 3)
Working hours			7.2.5 Ensuring fair working hours (Year 0)	
Worker benefits				7.3.6 Improved worker benefits (Year 3)

Fair employment (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Fair Employment	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.2 Employment contracts for temporary workers (Year 0) 7.1.2.a Employment contracts for temporary workers (Only Tea) (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.5 Records of worker contracts and payments (Year 0) 7.1.6 Subcontracting workers (Year 0) 7.1.9 Fair and appropriate disciplinary measures (Year 0)	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.2 Employment contracts for temporary workers (Year 0) 7.1.2.a Employment contracts for temporary workers (Only Tea) (Year 0) 7.1.3 Permanent employment for regular work (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.5 Records of worker contracts and payments (Year 0) 7.1.6 Subcontracting workers (Year 0) 7.1.8 Equitable employment conditions for all workers (Year 0) 7.1.9 Fair and appropriate disciplinary measures (Year 0)	7.1.1 Employment contracts for permanent workers (Year 0) 7.1.2 Employment contracts for temporary workers (Year 0) 7.1.2.a Employment contracts for temporary workers (Only Tea) (Year 0) 7.1.3 Permanent employment for regular work (Year 0) 7.1.4 Regular payment to workers (Year 0) 7.1.5 Records of worker contracts and payments (Year 0) 7.1.6 Subcontracting workers (Year 0) 7.1.7 Compliance with the standard for subcontracted workers (Year 0) 7.1.8 Equitable employment conditions for all workers (Year 0) 7.1.9 Fair and appropriate disciplinary measures (Year 0)	7.1.11 Professional Development Opportunities (Year 3)
Working hours	7.2.1 Working hours and overtime (Year 0) 7.2.2 Mandatory rest days (Year 0) 7.2.3 Lunch and work breaks (Year 0) 7.2.4 Working hours for nursing mothers (Year 0)	7.2.1 Working hours and overtime (Year 0) 7.2.2 Mandatory rest days (Year 0) 7.2.3 Lunch and work breaks (Year 0) 7.2.4 Working hours for nursing mothers (Year 0)	7.2.1 Working hours and overtime (Year 0) 7.2.2 Mandatory rest days (Year 0) 7.2.3 Lunch and work breaks (Year 0) 7.2.4 Working hours for nursing mothers (Year 0)	
Worker benefits	7.3.1 Annual paid leave (Year 0) 7.3.1.a Annual paid leave (Only Flowers and Plants) (Year 0) 7.3.2 Sick leave (Year 0) 7.3.3 Maternity leave (Year 0) 7.3.5 Social security (Year 0) 7.3.5.a Social security (Only Flowers and Plants) (Year 0)	7.3.1 Annual paid leave (Year 0) 7.3.1.a Annual paid leave (Only Flowers and Plants) (Year 0) 7.3.2 Sick leave (Year 0) 7.3.3 Maternity leave (Year 0) 7.3.4 Recruitment of workers from other regions or countries (Year 0) 7.3.5 Social security (Year 0) 7.3.5.a Social security (Only Flowers and Plants) (Year 0)	7.3.1 Annual paid leave (Year 0) 7.3.1.a Annual paid leave (Only Flowers and Plants) (Year 0) 7.3.2 Sick leave (Year 0) 7.3.3 Maternity leave (Year 0) 7.3.4 Recruitment of workers from other regions or countries (Year 0) 7.3.5 Social security (Year 0) 7.3.5.a Social security (Only Flowers and Plants) (Year 0)	7.3.6.a Improved worker benefits (Year 3)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
		7.3.7 Equitable benefits for all workers (Year 1)	7.3.7 Equitable benefits for all workers (Year 1)	

Are the Criteria for each risk level effective to support producer organisations address different levels of risk related to fair employment?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria for each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Professional development opportunities

Where there is a high risk for fair employment, additional actions are required for HLOs to provide professional development opportunities for workers and staff.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Professional Development Opportunities

Applies to:	Year	Criteria
HLOs	3	7.1.11 You provide opportunities to workers and staff to develop their skills and qualifications.

Is the Criteria to provide professional development opportunities effective to support HLOs address a high risk to fair employment?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Improved worker benefits

Where there is a high risk that some workers may not receive fair benefits at least one additional action is required for HLOs to provide improved benefits for workers (See 7.3.6).

Options are provided to implement this Criteria so producer organisations can select the action that is most relevant in their context.

This is a continuous improvement Criteria, applicable in year 3, recognising that the options are currently development requirements.

Improved worker benefits

Applies to:	Year	Criteria
HLOs	3	7.3.6 a You implement at least one of the following in accordance with national laws or CBA regulations where they exist, or the agreement signed between the workers' organisation and the employer, whichever is the most favourable for the worker: work towards all permanent workers having a provident fund or pension scheme

Applies to:	Year	Criteria
		• provide support for crèche facilities for your workers' children, either inside or outside your premises.

Is the Criteria effective to support HLOs to address a high risk to fair employment?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ Work towards all permanent workers having a provident fund or pension scheme.

☐ Provide support for crèche facilities for your workers' children either inside or outside your premises.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Supporting Fair employment conditions

For SPOs that hire a significant number of workers, is a high risk for fair employment in SPOs at least one additional action is required to address risk factors related to fair employment.

Options to are provided so producer organisations can select the action that is most relevant in their context.

This is a continuous improvement Criteria, applicable in year 3, recognising that the options are currently development requirement.

Supporting fair employment conditions

Applies to:	Year	Criteria
SPOs	3	7.1.10 You implement at least one of the following actions to support fair employment conditions. • All regular work is undertaken by permanent workers. Applies to SPO members also. • You ensure that local and migrant, seasonal/temporary and permanent workers receive equivalent employment conditions for equal work performed, • You ensure subcontracted workers receive equivalent employment conditions for equal work performed,

Is the Criteria effective to support SPOs address a high risk to fair employment?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ All regular work is undertaken by permanent workers. Applies to SPO members also.

☐ You ensure that local and migrant, seasonal/temporary and permanent workers receive equivalent employment conditions for equal work performed.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Improved worker benefits

For SPOs that hire seasonal / temporary workers and hire a significant number of workers, which are situations that create a high risk that some workers may not receive fair benefits, at least one additional action is required to provide improved benefits for workers applies.

Options are provided to implement this Criteria so producer organisations can select the action that is most relevant in their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that the options are currently development requirement.

Improved worker benefits

Applies to:	Year	Criteria
SPOs	3	7.3.6 Applies to SPO members also. You implement at least one of the following in accordance with national laws or CBA regulations where they exist, or the agreement signed between the workers' organisation and the employer, whichever is the most favourable for the worker: • ensure workers are entitled to maternity leave • ensure that all workers receive social security benefits • ensure workers receive non-mandatory benefits set out in national laws or CBA regulations • ensure that local and migrant, seasonal/temporary and permanent workers receive the same benefits and employment conditions as permanent workers • if social security or pension schemes cannot be made available to some workers, e.g. migrant or temporary/seasonal workers, you provide an equivalent or alternative benefit through other means

Is the Criteria requiring improved benefits for workers effective to support SPOs to address a high risk for benefits for workers?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

- ☐ Ensure that all workers receive social security benefits
- ☐ Ensure workers receive non-mandatory benefits set out in national laws or CBA regulations
- ☐ Ensure workers are entitled to maternity leave
- ☐ If social security or pension schemes cannot be made available to some workers, e.g. migrant or temporary/seasonal workers, you provide an equivalent or alternative benefit through other means
- ☐ Ensure that local and migrant, seasonal/temporary and permanent workers receive the same benefits and employment conditions as permanent workers

What would make it more effective and practical?

8. Safe working conditions

These Criteria are intended to support a logical and manageable progression of action to address the risks related to safe working conditions by ensuring that:

- **The basic good practices to ensure safety in the workplace are always applicable for all risk levels.** This is the case for most of the Criteria in this topic.

- **Additional Criteria are applicable when specific conditions are present that create a high risk that working conditions may not be safe** (such as workers conducting hazardous work or using hazardous materials).

A number of product specific Criteria apply for products in Hired Labour organisations which have already identified high risks for these topics and have defined specific actions to address them.

Risk Progression Safe working conditions

Safe working conditions (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Working Conditions	8.1.4.a Safety of workplaces, machinery and equipment (Year 0) 8.1.4.b Safety of workplaces, machinery and equipment (Year 0) 8.1.5.a Protection from hazardous materials (Year 0) 8.1.5.b Protection from hazardous materials (only Cashew nuts) (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0) 8.2.1 Access to first aid (Year 0)	8.1.4.a Safety of workplaces, machinery and equipment (Year 0) 8.1.4.b Safety of workplaces, machinery and equipment (Year 0) 8.1.5.a Protection from hazardous materials (Year 0) 8.1.5.b Protection from hazardous materials (only Cashew nuts) (Year 0) 8.1.6 Awareness of the risks of hazardous materials for all (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0) 8.1.8. Training for workers engaged in hazardous work (Year 0) 8.2.1 Access to first aid (Year 0)	8.1.4.a Safety of workplaces, machinery and equipment (Year 0) 8.1.4.b Safety of workplaces, machinery and equipment (Year 0) 8.1.5.a Protection from hazardous materials (Year 0) 8.1.5.b Protection from hazardous materials (only Cashew nuts) (Year 0) 8.1.6 Awareness of the risks of hazardous materials for all (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0) 8.1.8. Training for workers engaged in hazardous work (Year 0) 8.2.1 Access to first aid (Year 0)	8.1.4.c Safety of workplaces, machinery and equipment (Year 3)
Workplace facilities	8.3.1 Drinking water (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0)	8.3.1 Drinking water (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0)	8.3.1 Drinking water (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0)	

Safe working conditions (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Working Conditions	8.1.1 Health and safety officer (Year 0) 8.1.2 Health and safety committee (Year 0) 8.1.3 Health and safety risk assessment (Year 0) 8.1.4 Safety of workplaces, machinery and equipment (Year 0) 8.1.5 c Protection from hazardous materials (Only Flowers and Plants) (Year 0) 8.1.5.d Protection from hazardous materials - post-harvest treatments (Only Flowers and Plants) (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0)	8.1.1 Health and safety officer (Year 0) 8.1.2 Health and safety committee (Year 0) 8.1.3 Health and safety risk assessment (Year 0) 8.1.4 Safety of workplaces, machinery and equipment (Year 0) 8.1.5 Protection from hazardous materials (Year 0) 8.1.5 c Protection from hazardous materials (Only Flowers and Plants) (Year 0) 8.1.5.d Protection from hazardous materials - post-harvest treatments (Only Flowers and Plants) (Year 0)	8.1.1 Health and safety officer (Year 0) 8.1.2 Health and safety committee (Year 0) 8.1.3 Health and safety risk assessment (Year 0) 8.1.4 Safety of workplaces, machinery and equipment (Year 0) 8.1.5 Protection from hazardous materials (Year 0) 8.1.5 c Protection from hazardous materials (Only Flowers and Plants) (Year 0) 8.1.5.d Protection from hazardous materials - post-harvest treatments (Only Flowers and Plants) (Year 0)	8.1.10 Prevention of contagious diseases (Year 3)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
	8.1.9 Occupational health and safety training (Year 0)	8.1.6 Awareness of the risks of hazardous materials for all (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0) 8.1.8 Training for workers engaged in hazardous work (Year 0) 8.1.9 Occupational health and safety training (Year 0)	8.1.6 Awareness of the risks of hazardous materials for all (Year 0) 8.1.7 Protection of vulnerable groups from hazardous work (Year 0) 8.1.8 Training for workers engaged in hazardous work (Year 0) 8.1.9 Occupational health and safety training (Year 0)	
First Aid and Medical Care	8.2.1 Access to first aid (Year 0) 8.2.2 Access to health care (Year 0) 8.2.2 a Access to health care (Only Flowers and Plants) (Year 0) 8.2.2 b Access to health care (Only Flowers and Plants, and Tea) (Year 0) 8.2.3 Medical officer (Year 0)	8.2.1 Access to first aid (Year 0) 8.2.2 Access to health care (Year 0) 8.2.2 a Access to health care (Only Flowers and Plants) (Year 0) 8.2.2 b Access to health care (Only Flowers and Plants, and Tea) (Year 0) 8.2.3 Medical officer (Year 0)	8.2.1 Access to first aid (Year 0) 8.2.2 Access to health care (Year 0) 8.2.2 a Access to health care (Only Flowers and Plants) (Year 0) 8.2.2 b Access to health care (Only Flowers and Plants, and Tea) (Year 0) 8.2.3 Medical officer (Year 0)	8.2.4 Onsite medical care (Year 3)
Workplace facilities	8.3.1 Drinking water (Year 0) 8.3.1.a Drinking water (Only Flowers and Plants) (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0) 8.3.3 Changing rooms (Year 0) 8.3.4.a Recreation areas and canteens (Only Flowers and Plants) (Year 0) 8.3.7 Worker Housing and Transport Provision (Only Flowers and Plants) (Year 0) 8.3.8 Safety and maintenance of premises and facilities (Year 0)	8.3.1 Drinking water (Year 0) 8.3.1.a Drinking water (Only Flowers and Plants) (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0) 8.3.3 Changing rooms (Year 0) 8.3.4.a Recreation areas and canteens (Only Flowers and Plants) (Year 0) 8.3.7 Worker Housing and Transport Provision (Only Flowers and Plants) (Year 0) 8.3.8 Safety and maintenance of premises and facilities (Year 0)	8.3.1 Drinking water (Year 0) 8.3.1.a Drinking water (Only Flowers and Plants) (Year 0) 8.3.1.b Drinking water quality analysis (Year 0) 8.3.2 Toilets and hand washing facilities (Year 0) 8.3.3 Changing rooms (Year 0) 8.3.4.a Recreation areas and canteens (Only Flowers and Plants) (Year 0) 8.3.5 Worker housing (Year 0) 8.3.5.a Worker housing (Only Tea) (Year 0) 8.3.6 Worker housing assessment (Only Tea) (Year 0) 8.3.7 Worker Housing and Transport Provision (Only Flowers and Plants) (Year 0) 8.3.8 Safety and maintenance of premises and facilities (Year 0)	8.3.4 Recreation areas and canteens (Year 3)

Are the Criteria for each risk level effective to support producer organisations to address the different levels of risks related to safe working conditions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the criteria for each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Prevention of contagious diseases

Where there is a high risk for safe working conditions, an additional Criteria is applicable for HLOs to take measures to prevent contagious diseases, including a reporting structure for the incidence of epidemics.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Prevention of contagious diseases

Applies to:	Year	Criteria
HLOs	3	8.1.10 You establish and implement a policy to prevent and deal with major contagious diseases, including a reporting structure for the incidence of epidemics. This policy takes the local context (e.g. regarding HIV/AIDS) into particular account.

Is the Criteria to prevent contagious diseases effective to support HLOs to address a high risk to safe working conditions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT On-site medical care

Where there is a high risk for safe working conditions, at least one additional action is required for HLOs to provide on-site medical care at no cost to workers. The Criteria clarifies that medical services provided by the employer do not substitute or diminish the worker's right to access national health insurance schemes or private coverage.

Options are provided for complying with the Criteria so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that the options are all currently development requirements.

Onsite medical care

Applies to:	Year	Criteria
HLOs	3	8.2.4 You implement at least one of the following: • Your company provides free occupational healthcare, which is offered at the workplace at fixed times during working hours. • Your company provides workers with free and regular medical care as described in 8.2.2 Access to health care on your premises.

Is the Criteria to provide onsite medical care effective to support HLOs to address a high risk for safe working conditions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ You establish an on-site dispensary, where legally allowed, the dispensary has adequate equipment and a stock of basic medicines for the treatment of the most common diseases and acute poisoning. A trained health professional (e.g. doctor, nurse, health worker) is present according to a timetable displayed at the dispensary. If there is no doctor in regular attendance at the dispensary, you sign a contract with a doctor who is paid for by the company to whom patients are referred and who carries out medical check-ups, advises and supervises the dispensary nurse or health worker.

☐ Your company provides workers with free and regular medical care as described in 8.2.2 Access to health care on your premises.

☐ Your company provides free occupational healthcare, which is offered at the workplace at fixed times during working hours.

What would make it more effective and practical?

Are there specific circumstances when this Criteria should apply?

CONTINUOUS IMPROVEMENT Recreation areas and canteens

Where there is a high risk for safe working conditions, an additional Criteria is applicable for HLOs to provide suitable areas where workers can rest, and canteens with cooking facilities, where necessary and if requested.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Recreation areas and canteens

Applies to:	Year	Criteria
HLOs	3	8.3.4 You provide suitable areas where workers can rest, and canteens with cooking facilities, where necessary and if requested.

Is the Criteria effective to support HLOs to address a high risk to safe working conditions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Safety of workplaces, machinery and equipment

Where there is a high risk for safe working conditions at least one additional action is required for SPOs to improve the safety of workplaces.

Options are provided to comply with this Criteria so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options for compliance are currently development requirements.

Safety of workplaces, machinery and equipment

Applies to:	Year	Criteria
SPOs	3	8.3.4 c Applies to SPO members also. To ensure safety, you implement at least one of the following measures: • Put in place safety procedures, including accident prevention and response, and communicate these to staff.

Applies to:	Year	Criteria
		• Provide properly marked fire exits, escape routes, firefighting equipment and fire alarms for every indoor workplace, according to industry standards. • Keep fire exits and escape routes clear from obstacles, allowing for swift and safe exit in case of an emergency. • Ensure all hazardous machinery and equipment have adequate safety devices, and protective guards are placed over moving parts. • Provide safety equipment to all workers who perform hazardous tasks, train them on how to use it properly and monitor its use. • You nominate a person to be responsible for Health & Safety (H&S) who knows about health and safety issues. The responsible person meets with workers to hear their concerns about health and safety issues including compliance with relevant laws.

Is the Criteria effective to support SPOs to address a high risk to safe working conditions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ Keep fire exits and escape routes clear from obstacles, allowing for swift and safe exit in case of an emergency.

☐ Provide Safety equipment to all workers who perform hazardous tasks, train them on how to use it properly and monitor its use.

☐ Provide properly marked fire exits, escape routes, firefighting equipment and fire alarms for every indoor workplace, according to industry standards.

☐ You nominate a person to be responsible for Health & Safety (H&S) who knows about health and safety issues. The responsible person meets with workers to hear their concerns about health and safety issues.

☐ Ensure all hazardous machinery and equipment have adequate safety devices, and protective guards are placed over moving parts.

☐ Put in place safety procedures, including accident prevention and response and communicate these to staff.

What would make it more effective and practical?

9. Freedom from Discrimination

These Criteria are intended to support a logical and manageable progression of action to address the risks related to Discrimination and Abuse, harassment and violence, including Gender-Based-Violence (GBV). **These actions have not always been explicit in Fairtrade standards for producer organisations. They are now structured in the same way as the Criteria to address other risks to human rights**, such as child labour and forced labour.

The Criteria are designed to ensure that:

- **The basic protection of human rights is always applicable for all risk levels. This includes raising awareness of members and workers** about behaviour that is not tolerated, no tests for pregnancy, HIV/AIDS, or genetic disorders (9.1.4) and Freedom for spouses (9.1.5);

- **Policies and procedures to prevent harm are required when a risk of harm has been identified** (either in the Fairtrade risk map or in the self assessment or by an auditor) and are applicable for medium and high-risk levels;

- **Procedures to remediate harm are required when there is a high risk of harm, including when actual cases of harm have been identified.**

Producer organisations may develop a single policy and procedures to prevent risks and to remediate harm for all human rights issues. These do not need to be separate documents for each risk topic. Fairtrade will provide templates for policies and procedures to address human rights issues, which producer organisations can adapt to their own circumstances.

Several product-specific Criteria apply for products which have already been identified as high risks for these topics and have defined specific actions to address them.

Risk Progression Freedom from Discrimination

Freedom from Discrimination (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Discrimination	9.1.1 No tolerance of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	9.1.1 No tolerance of discrimination (Year 0) 9.1.2 Prevention of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	9.1.1 No tolerance of discrimination (Year 0) 9.1.2 Prevention of discrimination (Year 0) 9.1.3 Remediation of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	
Abuse, Harassment, Violence & GBV	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances (Year 0)	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.2 Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances (Year 0)	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.2 Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.3 Remediation of abuse, harassment and violence, including Gender-Based Violence (GBV) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances (Year 0)	

Freedom from Discrimination (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Discrimination	9.1.1 No tolerance of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	9.1.1 No tolerance of discrimination (Year 0) 9.1.2 Prevention of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	9.1.1 No tolerance of discrimination (Year 0) 9.1.2 Prevention of discrimination (Year 0) 9.1.3 Remediation of discrimination (Year 0) 9.1.4 No tests for pregnancy, HIV/AIDS, or genetic disorders (Year 0) 9.1.5 Freedom for spouses (Year 0)	
Abuse, Harassment, Violence & GBV	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0)	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0)	9.2.1 No tolerance of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0)	

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
	9.2.2.a Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Only Flowers and Plants) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances (Year 0)	9.2.2 Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.2.a Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Only Flowers and Plants) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances. (Year 0)	9.2.2 Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Year 0) 9.2.2.a Prevention of abuse, harassment & violence, including sexual harassment and Gender-Based Violence (GBV) (Only Flowers and Plants) (Year 0) 9.2.3 Remediation of abuse, harassment and violence, including Gender-Based Violence (GBV) (Year 0) 9.2.4 Protection from retaliation for complaints or grievances (Year 0)	

Are the Criteria for each risk level effective to support producer organisations to address different levels of risk of discrimination, abuse, harassment and violence, including Gender-Based Violence (GBV)?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria for each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

10. Gender Equity and Social Inclusion

Currently in the Fairtrade Standards actions to address risks related to gender equity and social inclusion are all development requirements. However **taking action on these issues is critical to implement Fairtrade principles.**

In the evolved standard, **the risk assessment process requires producer organisations to identify vulnerable groups most affected by human rights and environmental risks so that actions can be targeted to protect them.**

The Criteria under this topic have therefore been structured so that:

- **All producer organisations must implement at least one action to promote gender equity,**
- **All producer organisations must implement at least one action to support social inclusion of members and/or workers.**

Options are provided for complying with the Criteria so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that the options are all currently development requirements.

Gender Equity and Social Inclusion

Gender Equity and Social Inclusion (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Gender Equity	10.1.2 Promote gender equity and women's empowerment (Year 3) 10.1.3 Equal opportunities for women (only Cocoa) (Year 0)	10.1.2 Promote gender equity and women's empowerment (Year 3) 10.1.3 Equal opportunities for women (only Cocoa) (Year 0)	10.1.2 Promote gender equity and women's empowerment (Year 3) 10.1.3 Equal opportunities for women (only Cocoa) (Year 0)	

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Social Inclusion	10.2.1 Activities to support vulnerable groups (Year 3) 10.2.1.a Activities to support vulnerable groups (only Cocoa) (Year 0) 10.2.2 Support for youth employment and participation (only Cocoa) (Year 0)	10.2.1 Activities to support vulnerable groups (Year 3) 10.2.1.a Activities to support vulnerable groups (only Cocoa) (Year 0) 10.2.2 Support for youth employment and participation (only Cocoa) (Year 0)	10.2.1 Activities to support vulnerable groups (Year 3) 10.2.1.a Activities to support vulnerable groups (only Cocoa) (Year 0) 10.2.2 Support for youth employment and participation (only Cocoa) (Year 0)	

Gender Equity and Social Inclusion (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Gender Equity	10.1.1 Gender policy (Year 0) 10.1.1.a Gender policy (Only Tea) (Year 0)	10.1.1 Gender policy (Year 0) 10.1.1.a Gender policy (Only Tea) (Year 0)	10.1.1 Gender policy (Year 0) 10.1.1.a Gender policy (Only Tea) (Year 0)	
Social Inclusion	10.2.1 Activities to support vulnerable groups (Year 3)	10.2.1 Activities to support vulnerable groups (Year 3)	10.2.1 Activities to support vulnerable groups (Year 3)	

Are the Criteria practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Gender equity

HLOs are now required to develop and implement a gender policy. This is required for all risk levels. Gender inequity and discrimination are structurally high-risk issues for hired labour production setups and must be addressed accordingly. Although this is currently a development requirement **the gender policy applies in Year 1 because it builds on the risk identified in the Risk Assessment and provides the framework for preventing and mitigating risks to gender equity.**

A number of product specific Criteria also apply for products in Hired Labour Organisations which have already identified high risks for this topics and have defined specific actions to address them.

Gender policy

Applies to:	Year	Criteria
HLOs	0	10.1.1 You develop and implement a gender policy and procedures to promote gender equity and the empowerment of women. This may include: • opportunities for participation and promotion, • adequate training and capacity building, • guidance, encouragement and assistance as necessary. You ensure that women are involved in the development and implementation of the policy.

Is the Criteria effective to support HLOs to address risks to gender equity?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Are these Criteria practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Gender equity

For SPOs, actions related to gender equity and social inclusion are currently development requirements. However, **ensuring gender equity and social inclusion is an important principle for Fairtrade, and action is needed to support these rights in all producer organisations.**

Options are provided for complying with the Criteria so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in year 3, recognising that all the options for compliance are currently development requirements.

Promote gender equity and women's empowerment

Applies to:	Year	Criteria
SPOs	3	10.1.2 You implement at least one of the following actions to support gender equity and women's empowerment. • You develop and implement a gender policy. You ensure that women are involved in the development and implementation of the policy. • You provide opportunities for participation and promotion for women, • You provide training or capacity building to support the empowerment of women and the implementation of gender equity, • You provide guidance, encouragement and assistance to support the empowerment of women and the implementation of gender equity.

Is the Criteria effective to support SPOs to address risks to gender equity?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Rank the options provided from most practical to least practical to implement

- ☐ You develop and implement a gender policy. You ensure that women are involved in the development and implementation of the policy.
- ☐ You provide opportunities for participation and promotion for women.
- ☐ You provide training or capacity building to support the empowerment of women and the implementation of gender equity.
- ☐ You provide guidance encouragement and assistance to support the empowerment of women and the implementation of gender equity.

CONTINUOUS IMPROVEMENT Social inclusion - Activities to support vulnerable groups

For both SPOs and HLOs, actions to support vulnerable groups are currently development requirements. However, **in the evolved standard, the risk assessment process requires producer organisations to identify vulnerable groups who are most affected by human rights and environmental risks so that actions can be targeted to protect them. It is therefore important that all producer organisations implement actions to support vulnerable groups.**

Options are provided to comply with this Criteria so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options for compliance are currently development requirements.

Activities to support vulnerable groups

Applies to:	Year	Criteria
SPOs HLOs	3	10.1.2 You put in place at least one of the following activities to improve the social and economic situation of the vulnerable groups you have identified. This may include: • You put in place activities to achieve equity in the workplace through addressing the employment and promotion of suitably qualified people from disadvantaged and minority groups. • You ensure that vulnerable groups are involved in the development and implementation of activities. • You provide training, capacity building, guidance, encouragement and assistance to support vulnerable groups. • Use of Premium to support activities for vulnerable groups. • (SPO only) You ensure workers benefit from at least one activity in your Fairtrade Development Plan.

Is the Criteria effective to support producer organisations to support vulnerable groups affected by risks?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

- ☐ You put in place activities to achieve equity in the workplace through addressing the employment and promotion of suitably qualified people from disadvantaged and minority groups.
- ☐ You provide training, capacity building, guidance, encouragement and assistance to support vulnerable groups.
- ☐ You provide guidance, encouragement and assistance to support the empowerment of women and the implementation of gender equity.
- ☐ You ensure workers benefit from at least one activity in your Fairtrade Development Plan.
- ☐ You ensure that vulnerable groups are involved in the development and implementation of activities.
- ☐ Use of premium to support activities for vulnerable groups.

What would make it more effective and practical?

Risk and Results Approach to Environmental Topics

PLEASE NOTE You can see an explanation of the Risks and Results approach and what it will mean for producer organisations by watching these animated slides

In the evolved standard, Fairtrade has defined the applicability of all environmental Criteria by risk level for the relevant topic. The intention is to:

- ensure that fundamental protections of the environment are always respected.
- provide for a logical and manageable progression of action to address risks.

The approach that has been used to allocate Criteria to risk levels is explained for each of the principles below.

PLEASE NOTE

A producer organisation's risk level for social topics may change over time. Changes may result from updates to Fairtrade Risk Maps, changes in the organisation's own circumstances or operating context identified in the self-assessment and findings from audit results. When the risk level changes, the producer organisation must comply with the Criteria applicable to the new risk level.

11. Climate change resilience

These Criteria are intended to support a logical and manageable progression of action to address the risks related to climate change resilience.

The first section related to GHG emissions reduction covers actions to address specific risk factors, including:

- Energy efficiency and renewable energy use are applicable for all producer organisations who also do processing,
- Carbon footprint measurement is applicable only to flowers and plants.

The second section relates to actions to support climate adaptation. **Climate change is a major risk for all agricultural production and all producer organisations need to take measures to adapt to climate change to protect their productivity and livelihoods.** This section requires:

- At least one climate adaptation measure from all producer organisations.
- At least two climate adaptation measures from producer organisations at high risk from climate change.

For HLOs, appointing a person with responsibility for environmental development is required for all risk levels to ensure that environmental Criteria are implemented effectively.

Climate change resilience

Climate change resilience (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Climate Change	11.2.1. Climate adaptation measures (Year 3)	11.2.1. Climate adaptation measures (Year 3)	11.2.1. Climate adaptation measures (Year 3)	11.1.1. Energy efficiency and renewable energy use (Year 3)

Climate change resilience (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Climate Change	11.1.2 Carbon footprint measurement (Only Flowers and Plants) (Year 0) 11.2.1 Climate adaptation measures (Year 3) 11.3.1 Environmental development responsibilities (Year 0)	11.1.2 Carbon footprint measurement (Only Flowers and Plants) (Year 0) 11.2.1 Climate adaptation measures (Year 3) 11.3.1 Environmental development responsibilities (Year 0)	11.1.1 Energy efficiency and renewable energy use (Year 0) 11.1.2 Carbon footprint measurement (Only Flowers and Plants) (Year 0) 11.2.1 Climate adaptation measures (Year 0) 11.3.1 Environmental development responsibilities (Year 0)	

Options 11.1.1	Options 11.2.1
- take measures to use energy more efficiently and demonstrate the reduction of energy consumption - replace non-renewable sources with renewable ones	- use of climate resilient varieties for replanting; - on-farm tree planting (agroforestry, shade trees; windbreaks, etc.); - reduction of the quantity of nitrogen-based fertilisers used

Are the options for climate change resilience effective to support producer organisations to address the risks from the impacts of climate change and increase their resilience?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria at each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Energy efficiency & renewable energy

For SPOs and HLOs who have central processing facilities, which is a risk factor for energy use, at least one action is required to support energy efficiency and the adoption of renewable energy.

Options are provided for complying with the Criteria so producer organisations can select the action that is most relevant to their context.

For SPOs, this is a continuous improvement Criteria, applicable in Year 3, recognising that the options are all currently development requirements.

Energy efficiency and renewable energy use

Applies to:	Year	Criteria
SPOs	3	11.1.1 a Applies to Central Processing Units. If you do processing, you keep records of energy consumption. You implement at least one of the following: • take measures to use energy more efficiently and demonstrate the reduction of energy consumption • replace non-renewable sources with renewable ones

Is the Criteria effective to support SPOs to address high risk for energy use and GHG emissions?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ Replace non-renewable sources with renewable ones

☐ Take measures to use energy more efficiently and demonstrate the reduction of energy consumption

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Climate adaptation measures

In the current standards for both SPOs and HLOs, actions to address the effects of climate change are currently development requirements. However, **climate change is the biggest risk currently facing all agricultural production worldwide, and therefore a serious risk for the productivity and livelihoods of all Fairtrade producer organisations. Action is needed to increase resilience to climate change in all producer organisations.** The progression of actions has been structured so that:

- **All producer organisations must implement at least one action** to increase their resilience to climate change.
- **Producer organisations in contexts that are facing a high risk of negative impacts from the effects of climate change must implement at least two actions** to address this risk.

Options for action to comply with this Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that these are currently development requirements.

Climate adaptation measures

Applies to:	Year	Criteria
SPOs HLOs	3	11.2.1 You implement at least 1 (low-medium risk) / 2 (high risk) of the following practices: • use of climate-resilient varieties for replanting; • on-farm tree planting to support agroforestry systems or agricultural diversification (simple agroforestry systems: shade trees; fruit trees; windbreaks, etc.); • reduction of the amount of nitrogenous fertilisers used

Is the Criteria effective to support producer organisations to address the risks related to the impacts of climate change and increase their resilience?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided from most practical to least practical to implement

☐ Reduction of the amount of nitrogenous fertilisers used

☐ Use of climate resilient varieties for replanting

☐ On-farm tree planting to support agro-forestry systems or agricultural diversification (simple agroforestry systems: shade trees; fruit trees; windbreaks, etc.)

What would make it more effective and practical?

12. Deforestation prevention and biodiversity preservation

These Criteria are intended to support a logical and manageable progression of action to address the risks of deforestation and biodiversity loss by ensuring that:

- **the basic environmental protections, such as no deforestation, protection of areas of High Conservation Value and no use of GMO on Fairtrade crops, are always applicable for all risk levels.** For SPOs, this includes raising awareness of members and workers regarding the practices that should be avoided;

- **additional action is required when specific conditions are present that increase the risk of deforestation or biodiversity loss (such as production sites near protected forests, wild harvesting, or the presence of rare and threatened species in or around production sites),**

Several product-specific Criteria apply for additional actions to address the risks of deforestation for SPOs in Coffee and Cocoa which are recognised internationally as forest-risk commodities.

Deforestation prevention and biodiversity preservation

Deforestation prevention and biodiversity preservation (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Deforestation	12.1.1 No deforestation (Year 0) 12.2.1 HCV protection (Year 0) 12.3.1 Deforestation -free production (Only Cocoa) (Year 0) 12.3.1.a Deforestation -free production (Only Coffee) (Year 0) 12.3.2 Deforestation risk assessment and monitoring (Only Cocoa and Coffee) (Year 0) 12.3.3 Deforestation prevention and mitigation plan (Only Cocoa and Coffee) (Year 0) 12.3.4 Geolocation data (Only Cocoa and Coffee) (Year 0)	12.1.1 No deforestation (Year 0) 12.1.2 Deforestation prevention (Year 1) 12.2.1 HCV protection (Year 0) 12.3.1 Deforestation -free production (Only Cocoa) (Year 0) 12.3.1.a Deforestation -free production (Only Coffee) (Year 0) 12.3.2 Deforestation risk assessment and monitoring (Only Cocoa and Coffee) (Year 0) 12.3.3 Deforestation prevention and mitigation plan (Only Cocoa and Coffee) (Year 0) 12.3.4 Geolocation data (Only Cocoa and Coffee) (Year 0)	12.1.1 No deforestation (Year 0) 12.1.2 Deforestation prevention (Year 1) 12.2.1 HCV protection (Year 0) 12.3.1 Deforestation -free production (Only Cocoa) (Year 0) 12.3.1.a Deforestation -free production (Only Coffee) (Year 0) 12.3.2 Deforestation risk assessment and monitoring (Only Cocoa and Coffee) (Year 0) 12.3.3 Deforestation prevention and mitigation plan (Only Cocoa and Coffee) (Year 0) 12.3.4 Geolocation data (Only Cocoa and Coffee) (Year 0)	
Biodiversity	12.4.1 No use of GMOs (Year 0)	12.4.1 No use of GMOs (Year 0)	12.4.1 No use of GMOs (Year 0) 12.4.2 Avoid GMO contamination of seed and planting stock (Year 0) 12.4.3 Wild harvesting (Year 0) 12.4.4.a Protection of rare and threatened species (Year 3)	12.4.7 Biodiversity preservation (Year 3)

Deforestation prevention and biodiversity preservation (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Deforestation	12.1.1 No deforestation (Year 0) 12.2.1 HCV protection (Year 0)	12.1.1 No deforestation (Year 0) 12.1.2 Deforestation prevention (Year 1) 12.2.1 HCV protection (Year 0)	12.1.1 No deforestation (Year 0) 12.1.2 Deforestation prevention (Year 1) 12.2.1 HCV protection (Year 0)	
Biodiversity	12.4.1 No use of GMOs (Year 0) 12.4.5 No introduction of invasive species (Year 0)	12.4.1 No use of GMOs (Year 0) 12.4.5 No introduction of invasive species (Year 0)	12.4.1 No use of GMOs (Year 0) 12.4.2 Avoid GMO contamination of seed and planting stock (Year 0) 12.4.3 Wild harvesting (Year 0) 12.4.4 Protection of rare and threatened species (Year 0) 12.4.5 No introduction of invasive species (Year 0) 12.4.6 Prevention of invasive species (Year 0)	12.4.7 Biodiversity preservation (Year 3)

Are the Criteria at each risk level effective to support producer organisations to address risks of deforestation and biodiversity loss?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria in each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS DEVELOPMENT Rare and threatened species

Where there is a high risk of biodiversity loss and/or rare or threatened species have been identified in or around production sites, SPOs must comply with a Criteria to raise awareness among members that collecting, hunting or cage rearing of rare or threatened species is not allowed.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Protection of rare and threatened species

Applies to:	Year	Criteria
SPOs	3	12.4.4 a You raise awareness among your members that collecting, hunting or cage rearing of rare or threatened species is not allowed.

Is the Criteria effective to support SPOs to address high risk of biodiversity loss?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS DEVELOPMENT Invasive species

Where there is a high risk of biodiversity loss and/or the risk of invasive species has been identified, SPOs must comply with a Criteria to raise awareness of members to ensure that no invasive species is introduced.

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement

Prevention of invasive species

Applies to:	Year	Criteria
SPOs	3	12.4.6 a You raise awareness of your members to ensure that no invasive species is introduced.

Is the Criteria effective effective to support SPOs to address high risk of biodiversity loss?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS DEVELOPMENT Biodiversity preservation

Both SPOs and HLOs that have a high risk of biodiversity loss must implement at least one action to support biodiversity preservation.

Options for actions to comply with the Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Biodiversity preservation

Applies to:	Year	Criteria
SPOs HLOs	3	12.4.7 You establish and implement at least one action to preserve biodiversity and ecosystem services (e.g., pollination) and include it in your action plan. • Raising awareness about biodiversity, • Training members and/or workers in techniques to protect biodiversity, • Identification of key biodiversity issues in the region and actions to improve the situation, • Maintaining and restoring natural ecosystems in areas that are not suitable for cultivation and/or buffer zones, • Activities to increase ecosystem connectivity by identifying unproductive sites and buffer zones.

Is the Criteria effective effective to support producer organisations to address high risk of biodiversity loss?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

13. Sustainable water use

These Criteria are intended to support a logical and manageable progression of action to address the risks of water loss and water quality. The progression of actions is designed so that:

- **All producer organisations identify their water sources. This Criteria applies to all risk levels.**
- **For HLOs Criteria offering basic protections for sustainable water use apply for all risk levels.** This is because plantation-based production systems generally have the capacity to implement systems to manage natural resource use in a centralised way.
- **For SPOs, actions to optimise water use and address water-related risks are required when specific risk factors are present.** Actions for SPOs focus on raising awareness of members to address water-related risks. This is because SPOs are generally not able to implement centralised systems to manage natural resource use.

Some product-specific Criteria apply for Flowers and Plants that have already identified high risks for water use and require actions to address them.

Sustainable water use

Sustainable water use (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Water	13.1.1 Identify water sources (Year 0)	13.1.1 Identify water sources (Year 0)	13.1.1 Identify water sources (Year 0)	13.1.3.a Optimise water use (Year 3) 13.1.4.a Waste water management (Year 3)

Sustainable water use (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Water	13.1.1 Identify water sources (Year 0) 13.1.1.a Identify water sources (Year 0) 13.1.3 Optimise water use (Year 1) 13.1.3.b Optimise water use (Only Flowers and Plants) (Year 0) 13.1.4 Waste water management (Year 0) 13.1.5 Water quality & management of health risks (Year 0) 13.1.6 Addressing risks of water pollution (Only Flowers and Plants) (Year 0)	13.1.1 Identify water sources (Year 0) 13.1.1.a Identify water sources (Year 0) 13.1.3 Optimise water use (Year 1) 13.1.3.b Optimise water use (Only Flowers and Plants) (Year 0) 13.1.4 Waste water management (Year 0) 13.1.5 Water quality & management of health risks (Year 0) 13.1.6 Addressing risks of water pollution (Only Flowers and Plants) (Year 0)	13.1.1 Identify water sources (Year 0) 13.1.1.a Identify water sources (Year 0) 13.1.3 Optimise water use (Year 1) 13.1.3.b Optimise water use (Only Flowers and Plants) (Year 0) 13.1.4 Waste water management (Year 0) 13.1.5 Water quality & management of health risks (Year 0) 13.1.6 Addressing risks of water pollution (Only Flowers and Plants) (Year 0)	13.1.2 Local water stewardship (Year 3)

Are the Criteria at each risk level effective to support producer organisations to address the risks to sustainable water use?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria at each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Local water stewardship

For HLOs where there is a high risk for sustainable water use, an additional Criteria to support local water stewardship is required. This is a continuous improvement Criteria, applicable in Year 3, recognising that this is currently a development requirement.

This Criteria is not applicable for SPOs although it is currently a development requirement in the SPO standard as it is considered to be too complex for SPOs to implement effectively.

Local water stewardship

Applies to:	Year	Criteria
HLOs	3	13.1.2 You stay informed about the status of local water sources. If authorities or other relevant entities consider these sources to be depleted, in a critical condition, or under excessive pressure, you engage in dialogue with them or with local initiatives to explore opportunities for research, collaboration, or solutions.

Is the Criteria effective to support HLOs to address high risk for water use?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is the Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Optimise water use

For SPOs where there is a high risk for sustainable water use, an additional Criteria applies to provide training to members on at least one practice to improve water management.

Options for relevant practices to comply with this Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Optimise water use

Applies to:	Year	Criteria
SPOs	3	13.1.3 a You provide training to your members on at least one of the following practices to improve water management: • estimating how much water is needed to irrigate and/or process Fairtrade crops; • measuring (or estimating) how much water is extracted from the source; • measuring how much water is used for irrigation and/or processing; • adopting, as applicable, methods to recirculate, reuse and/or recycle water; • water quality for irrigation or processing; • providing maintenance to the water distribution system; • adopting, as applicable, methods to recirculate, reuse and/or recycle water; • treatment methods of wastewater and prevention of health risks.

Is the Criteria effective to support SPOs address high risk for water use?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for Optimise water use provided from most practical to least practical to implement

☐ Providing maintenance to the water distribution system.

- ☐ Measuring how much water is used for irrigation and/or processing.
- ☐ Adopting, as applicable, methods to recirculate, reuse and/or recycle water.
- ☐ Estimating how much water is needed to irrigate and/or process Fairtrade crops.
- ☐ Water quality for irrigation or processing.
- ☐ Adopting, as applicable, methods to recirculate, reuse and/or recycle water.
- ☐ Measuring (or estimating) how much water is extracted from the source.
- ☐ Treatment methods of waste water and prevention of health risks.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Waste water management

SPOs that have central processing must comply with the Criteria to handle wastewater from central processing facilities in a manner that does not have a negative impact on water quality, soil fertility or food safety. This is because **processing is a risk factor for water use and water quality.**

This is a continuous improvement Criteria, applicable in Year 3, recognising that it is currently a development requirement.

Waste water management

Applies to:	Year	Criteria
SPOs	3	13.1.4 a You handle wastewater from central processing facilities in a manner that does not have a negative impact on water quality, soil fertility or food safety.

Is the Criteria effective to support SPOs to address a high risk for waste water management?

- ☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

- ☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

14. Nurture soil health

These Criteria are intended to support a logical and manageable progression of action to address the risks of erosion, soil degradation, and loss of soil fertility. The progression of actions is designed so that:

- **All producer organisations identify land at risk of soil erosion or soil degradation, or land that is already eroded,** where Fairtrade crops are grown. **This applies to all risk levels.**
- **Where land is at risk of soil erosion or soil degradation, or land that is already eroded is identified, at least one practice is required to prevent soil erosion and degradation.**
- **Where there is a high risk for soil health, producer organisations need to implement at least one practice to improve soil fertility.**

For HLOs, this Criteria applies from Year 0 as it does in the current standard.

For SPOs, this applies in Year 3, recognising that for SPOs, this is currently a development requirement.

Nurture soil health

Nurture soil health (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Soil	14.1.1 Identify risks of soil erosion and soil degradation (Year 0)	14.1.1 Identify risks of soil erosion and soil degradation (Year 0)	14.1.1 Identify risks of soil erosion and soil degradation (Year 0) 14.1.2 Prevention of soil erosion and soil degradation (Year 3) 14.1.6. No use of human waste on Fairtrade crops (Year 0)	14.1.3. Enhancing soil fertility (Year 3)

Nurture soil health (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Soil	14.1.1 Identify risks of soil erosion and soil degradation (Year 0) 14.1.6 No use of human waste on Fairtrade crops (Year 0)	14.1.1 Identify risks of soil erosion and soil degradation (Year 0) 14.1.6 No use of human waste on Fairtrade crops (Year 0)	14.1.1 Identify risks of soil erosion and soil degradation (Year 0) 14.1.2 Prevention of soil erosion and soil degradation (Year 3) 14.1.3 Enhancing soil fertility (Year 0) 14.1.4 Avoid overuse of fertilisers (Year 0) 14.1.6 No use of human waste on Fairtrade crops (Year 0)	

Are the Criteria at each risk level effective to support producer organisations to address risks to soil health?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria at each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Prevention of soil erosion and soil degradation

Where land at risk of soil erosion or soil degradation, or land that is already eroded is identified, SPOs and HLOs must implement at least one practice to prevent soil erosion and degradation.

Options for actions to comply with the Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Enhancing soil fertility

Applies to:	Year	Criteria
HLOs	0	14.1.3 You implement at least one of these practices to enhance soil fertility: • crop rotation, • intercropping, • agroforestry, shade tree planting,

Applies to:	Year	Criteria
		• use of ground covers, • incorporating compost or green manures into the soil.
SPOs	3	14.1.3 a Applies also to SPO members. You implement at least one of these practices to enhance soil fertility: • crop rotation, • intercropping, • agroforestry, • use of ground covers, • incorporating compost or green manures into the soil.

Is the Criteria effective to support producer organisations to address high risk of soil erosion and soil degradation?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is the Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for actions to prevent soil erosion and soil degradation provided from most practical to least practical to implement

☐ You implement practices that reduce and/or prevent soil erosion or degradation caused by wind, water, and/or human or animal impact.

☐ You train members and workers on practices that reduce and/or prevent soil erosion or soil degradation.

☐ You identify areas where ground cover is needed and include actions in your action plan to establish ground cover in those areas to avoid bare soil, with a maximum timeline.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Enhancing soil fertility

Where there is a high risk for soil health, SPOs need to implement at least one practice to improve soil fertility. This is a continuous improvement Criteria, applicable in Year 3, recognising that for SPOs, this is currently a development requirement.

Enhancing soil fertility

Applies to:	Year	Criteria
SPOs	3	14.1.3 a Applies also to SPO members. You implement at least one of these practices to enhance soil fertility: • crop rotation, • intercropping, • agroforestry, • use of ground covers, • incorporating compost or green manures into the soil.

Is the Criteria effective to support SPOs to address risks to soil health?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for actions to protect soil health provided from most practical to least practical to implement

- ☐ Intercropping.
- ☐ Incorporating compost or green manures into the soil.
- ☐ Crop rotation.
- ☐ Agroforestry.
- ☐ Use of ground covers.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Avoid overuse of fertilisers

For SPOs where there is there is a high risk for soil health and fertilizers are used, they need to implement an additional Criteria to avoid overuse of fertilizers. This is to avoid further damage to soil health and biodiversity caused by the overuse of fertilizers.

This is a continuous improvement Criteria, applicable in Year 3, recognising that for SPOs this is currently a development requirement.

Avoid overuse of fertilisers

Applies to:	Year	Criteria
HLOs	0	14.1.4 You apply fertilisers (organic and inorganic) in amounts that meet the crop's nutrient needs. You implement at least one of the following: • You record the amount of organic and/or synthetic fertiliser used, and the crop phase of application. • You provide training to workers handling the fertilisers on the application of fertilisers that match the crops' nutrient needs.

Avoid overuse of fertilisers

Applies to:	Year	Criteria
SPOs	3	14.1.4 a You provide regular training to all members directly handling or applying fertilisers on the responsible application of both organic and inorganic fertilisers in amounts that meet the crop's nutrient needs

Is the Criteria effective to support SPOs to address high risk to soil health?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are there specific circumstances when this Criteria should apply?

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

15. Integrated pest management and safe use of hazardous materials

These Criteria are intended to support a logical and manageable progression of action to address the risks related to pest management practices and the safe use of pesticides and other hazardous materials by ensuring that:

- The basic good practices are always applicable for all risk levels.
- Additional actions are implemented when specific conditions are present that create a high risk that pesticide use may have harmful effects on the environment and on people's health (such as spraying pesticides or cases of pesticide accidents and spills).
- The Criteria to address accidents and spills of pesticides applies for high risk from Year 0 to ensure that this risk is addressed in a timely fashion, although it is currently a development requirement for SPOs.

Integrated pest management and safe use of hazardous materials

Integrated pest management and safe use of hazardous materials (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Pesticide Use	15.1.1.a Integrated pest management (Year 3) 15.2.3 Storage of Hazardous Materials (Year 0) 15.3.1 Records of pesticide use (Year 0)	15.1.1.a Integrated pest management (Year 3) 15.2.1 Buffer zones (Year 0) 15.2.3 Storage of Hazardous Materials (Year 0) 15.2.5 Safe disposal of hazardous materials containers (Year 0) 15.3.1 Records of pesticide use (Year 0) 15.3.2 No use of hazardous materials on the Red List (Year 0) 15.3.3 Conditions for use of materials on the Orange List (Year 0)	15.1.1.a Integrated pest management (Year 3) 15.2.1 Buffer zones (Year 0) 15.2.2 Buffer zones for spraying by air (Year 0) 15.2.3 Storage of Hazardous Materials (Year 0) 15.2.4 Accidents and spills (Year 0) 15.2.5 Safe disposal of hazardous materials containers (Year 0) 15.3.1 Records of pesticide use (Year 0) 15.3.2 No use of hazardous materials on the Red List (Year 0) 15.3.3 Conditions for use of materials on the Orange List (Year 0)	

Integrated pest management and safe use of hazardous materials (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Pesticide Use	15.1.2 Integrated pest management planning (Only Flowers and Plants) (Year 0) 15.2.3 Storage of Hazardous Materials (Year 0) 15.3.1 Records of pesticide use (Year 0) 15.3.1.a Records of pesticide use (Year 0)	15.1.1 Integrated pest management (Year 0) 15.1.2 Integrated pest management planning (Only Flowers and Plants) (Year 0) 15.2.1 Buffer zones (Year 0) 15.2.3 Storage of Hazardous Materials (Year 0) 15.2.4 Accidents and spills (Year 0) 15.2.5 Safe disposal of hazardous materials containers (Year 0) 15.3.1 Records of pesticide use (Year 0) 15.3.1.a Records of pesticide use (Year 0)	15.1.1 Integrated pest management (Year 0) 15.1.2 Integrated pest management planning (Only Flowers and Plants) (Year 0) 15.2.1 Buffer zones (Year 0) 15.2.2 Buffer zones for spraying by air (Year 0) 15.2.3 Storage of Hazardous Materials (Year 0) 15.2.4 Accidents and spills (Year 0) 15.2.5 Safe disposal of hazardous materials containers (Year 0) 15.3.1 Records of pesticide use (Year 0)	

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
		15.3.2 No use of hazardous materials on the Red List (Year 0) 15.3.3 Conditions for use of materials on the Orange List (Year 0)	15.3.1.a Records of pesticide use (Year 0) 15.3.2 No use of hazardous materials on the Red List (Year 0) 15.3.3 Conditions for use of materials on the Orange List (Year 0)	

Are the Criteria at each risk levels effective to support producer organisations to manage the risks of hazardous pesticide use and implement integrated pest management?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria at each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Integrated Pest Management

SPOs that use hazardous pesticides, and are therefore not low risk must provide provide training to members on at least one method to implement Integrated Pest Management practices that reduce the use of pesticides.

Options for actions to comply with the Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Integrated pest management

Applies to:	Year	Criteria
SPOs	3	15.1.1 a You provide training on at least one of these issues to members: • alternative ways to control pests and diseases other than pesticide application. • preventive measures against pests and diseases, to avoid pest development. • measures to avoid pests and diseases building up resistance to pesticides. • other weed prevention and control strategies to minimise the amount of herbicides used.

Is the Criteria effective support SPOs to address risks from the use of pesticides?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for actions to support Integrated Pest Management provided from most practical to least practical to implement

☐ Other weed prevention and control strategies to minimise the amount of herbicides used.

☐ Alternative ways to control pests and diseases other than pesticide application.

☐ Preventive measures against pests and diseases, to avoid pest development.

☐ Measures to avoid pests and diseases build up resistance to pesticides.

What would make it more effective and practical?

16. Recycling and waste management

These Criteria are intended to support a logical and manageable progression of action to address the risks of harm from hazardous and organic waste by ensuring:

- **The basic environmental protection to keep production sites clear of hazardous waste is always applicable for all risk levels.**
- **For HLOs, measures to reduce, reuse, recycle, and dispose of waste and to use designated areas for the storage and disposal of hazardous waste apply to all risk levels.**
- **For SPOs with high risk for negative impacts from waste, a Criteria to ensure the safe storage and disposal of hazardous waste applies in Year 3, recognising that this is currently a development requirement.**

Recycling and waste management

Recycling and waste management (SPO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Waste management	16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.4.a Recycling of organic waste (Year 3)	16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.4.a Recycling of organic waste (Year 3)	16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.3.a Storage and disposal of hazardous waste (Year 3) 16.1.4.a Recycling of organic waste (Year 3)	

Recycling and waste management (HLO)

Risk Topic	Low Risk	Medium Risk	High Risk	High Risk (Continuous Improvement)
Waste management	16.1.1 Waste management (Year 0) 16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.4 Recycling of organic waste (Year 3)	16.1.1 Waste management (Year 0) 16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.4 Recycling of organic waste (Year 3)	16.1.1 Waste management (Year 0) 16.1.2 Keep production sites clear of hazardous waste (Year 0) 16.1.3 Storage and disposal of hazardous waste (Year 0) 16.1.4 Recycling of organic waste (Year 3)	

Are the Criteria at each risk level effective to support producer organisations to manage the risks of hazardous waste?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Are the Criteria at each risk level practical to implement in the proposed years, as indicated above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Recycling of organic waste

Actions to support the recycling of organic waste are required for all risk levels in Year 3, recognising that they were development requirements:

- **HLOs must implement at least one practice for recycling of organic waste**, recognising that Hired Labour Organisations generally have the capacity to centrally implement systems for waste management.
- **SPOs must raise awareness of members on at least one practice related to organic waste management**, recognising that SPOs do not generally have the capacity to implement centralised systems for waste management.

Options for actions to comply with the Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Recycling of organic waste

Applies to:	Year	Criteria
HLOs	3	16.1.4 You implement at least one of the following: • You sustainably use organic waste by implementing practices to recycle nutrients, such as composting • You do not use organic waste contaminated with pesticides to feed animals • You do not burn organic waste unless it is required by applicable legislation for sanitary purposes or if it is clearly a more sustainable practice • You raise awareness among relevant stakeholders (members, workers) about reusing organic waste

Recycling of organic waste

Applies to:	Year	Criteria
SPOs	3	16.1.4 a You raise awareness of your members on at least one of the following topics for organic waste management: • You sustainably use organic waste by implementing practices to recycle nutrients, like composting. • You do not use organic waste contaminated with pesticides to feed animals. • You do not burn organic waste unless it is required by applicable legislation for sanitary purposes or if it is clearly a more sustainable practice. • You raise awareness of relevant people (members, workers) about reusing organic waste.

Is the Criteria effective to support producer organisations to support recycling and management of organic waste ?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options provided for actions to support recycling of organic waste from most practical to least practical to implement

- ☐ You raise awareness of relevant people (members, workers) about reusing organic waste.
- ☐ You sustainably use organic waste by implementing practices to recycle nutrients, like composting.
- ☐ You do not use organic waste contaminated with pesticides to feed animals.
- ☐ You do not burn organic waste unless it is required by applicable legislation for sanitary purposes or if it is clearly a more sustainable practice.

What would make it more effective and practical?

CONTINUOUS IMPROVEMENT Hazardous waste

SPOs that are high-risk for hazardous waste must implement actions to ensure the safe storage and disposal of hazardous waste

Options for actions to comply with the Criteria are provided so producer organisations can select the action that is most relevant to their context.

This is a continuous improvement Criteria, applicable in Year 3, recognising that all the options are currently development requirements.

Is the Criteria effective to support SPOs manage organic waste effectively?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is this Criteria practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Change of scope for existing requirements

Changes are proposed to some requirements to extend the coverage to additional aspects, or to extend the applicability to different organisation types, to keep the standards credible.

Compliance with applicable laws

Welcome to the consultation on the revised Fairtrade Standard.

Your feedback on the proposed changes is extremely valuable. It will help ensure that the Fairtrade Standards continue to respond to the evolving needs of producer organisations, buyers and consumers. The consultation is open until **31 August**. Please submit your responses before this date.

How to get started

To complete the survey, you will need to provide basic information about yourself and your organisation. This ensures that you are presented with the most relevant questions. You will be asked to indicate:

- Whether you are completing the survey as an individual or as a workshop facilitator;
- Whether you want to see changes relevant to OPPs, OTCs, or traders and/or licensees;
- General information about yourself and your organisation. **This information is required to access the survey.**
- If you have a FLO ID, please provide it. **However, it is not mandatory to complete the survey.**
- Whether you are responding as an individual or on behalf of an organisation or group;
- Your role within the supply chain.

All responses will be kept confidential and reported only in aggregated form.

Survey structure

The consultation survey is structured around the key proposed changes to the Fairtrade Standards.

- **On the left side of the survey screen**, you will find the different **survey sections**. You can choose to provide feedback on all sections or only those most relevant by clicking on a section to view its questions.
- Each section includes **questions related to specific parts of the revised Fairtrade Standard**. For each topic you will find:
- **An introduction explaining the proposed change;**
- A link to additional materials where relevant. **Clicking the link will open an animated presentation (downloadable) or a specific section of the Standard (in a new tab).**
- **The text of the relevant Standard Criteria**, so it is not necessary to open the full document. If you wish to consult the full Standards document, it is available [here](#).
- **The questions related to the proposed changes** for your response.

Types of questions

- **The consultation focuses on assessing whether the proposed changes are effective, easy to understand, and practical to implement.** You will normally be required to choose from predefined response options.
- **Select the option that best reflects your opinion.**
- If you are unsure or do not have sufficient information, you can select *"I don't know."*
- **You are also encouraged to provide qualitative feedback** on how the proposed changes can be improved, including any additional guidance or support needed for implementation.
- A text box is provided for comments, suggestions, and identification of potential implementation challenges.
- **If you do not agree with a proposed change**, please explain why and provide suggestions for improvement.

Estimated time to complete the survey

- **The time required will depend on the sections you complete.** As the consultation covers significant changes, reviewing the materials may take some time.
- **Traders and licensees:** Completing only the relevant sections will take approximately 60 minutes.
- **SPOs and HLOs:** The survey may take between 2–3 hours, including time to review supporting materials.
- If time is limited, you can focus on the most relevant sections. **You do not need to complete one section before moving to another.**
- You can also save your progress and return later. **Your responses will be saved automatically.**

Returning to the survey

- If you cannot complete the survey in one session:
- **Your responses will be saved automatically**, provided you return using the same computer.
- Please use the same browser and avoid clearing cookies or site data.

Submitting your responses

- When you are ready to submit:
- **Click "Preview"** to review and edit your responses.
- Once satisfied, **click "Complete"** to submit your survey.
- **You can also click "Download responses"** to keep a copy of your answers.
- If you wish to make changes after submission, you will need to complete a new survey.

What happens next

The results of the consultation will be shared in aggregated form with stakeholders towards the end of **September 2026**. Based on the feedback received, the revised Fairtrade Standards will be finalised and are expected to be published in early **2027**.

Thank you for your participation.

We look forward to receiving your valuable feedback.
Fairtrade International Standards Team

Compliance with Applicable Laws

Applies to:	Year	Criteria
SPOs HLOs Trader	0	1.1.1 Applies to SPO members You comply with all applicable laws relevant to the scope of the Fairtrade standard. This includes national and local laws and regulations covering: • Human rights and labour rights, including child rights as per the International Bill of Human Rights and ILO conventions, • Environmental protection, such as land use, water use, environmental protection, forest management, High conservation area (HCV) management and biodiversity conservation, • Business practices: including tax, corruption (including bribery and extortion), fraud, third parties’ rights, trade and customs regulations. If an applicable law differs from the Standard Criteria, the stricter one applies.

Is the Criteria effective to support producer organisations demonstrate that they are operating legally?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don’t know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don’t know

Is any further clarification or guidance required to support implementation?

Fair trading practices: use of brokers

The Criteria regarding the use of brokers has been extended from the coffee standard to all SPOs, HLOs and traders to ensure that rules for contracting and paying brokers which protect producer organisations apply to all products. **This change aims to strengthen transparency in fair trading relationships.**

Use of a broker

Applies to:	Year	Criteria
SPOs HLOs Trader	0	1.3.3 If you use a broker, you make it explicit in the contract between the producer organisation and the buyer. Brokers can only act on behalf of one specified party. That party pays for the broker's service.

Is the Criteria effective to reinforce fair trading practices?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Quality claims

The Criteria have been extended from the Fresh Fruit and Vegetable Standard to all SPOs and HLOs to protect producer organisations. **In a Fairtrade supply chain, producer organisations also have a responsibility to address quality claims from buyers and should have the right to contest quality claims where relevant.** This requires producer organisations to have a process in place to manage quality claims if they arise. **This change aims to support fair trading practices and transparency across Fairtrade supply chains.**

Quality claims

Applies to:	Year	Criteria
Trader	0	1.3.12 You document quality claims in full and communicate them to the producer organisation as soon as they are identified. You do not make quality claims for quality problems generated beyond the responsibility of the producer organisation.
SPOs HLOs	0	1.3.12 a If you receive a quality claim, you notify the buyer in writing in the following cases: • If the quality problems identified are caused by factors beyond your responsibility; • If you will arrange a counter inspection by an authorised surveyor.

Is the Criteria effective to support improved fair trading practices and transparency across Fairtrade supply chains?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Alignment of processes for systemic retrocertification

This Criteria proposes a set of generic processes which apply to all products when systemic retrocertification is used to ensure more transparent and consistent application of retrocertification and ensure we are able to back up Fairtrade product claims. Product-specific rules on timelines and other aspects of retrocertification will still apply, and all retrocertifications will need to comply with these process steps:
• **Inform your supplier of the retrocertification using a Retro Advice Note and receive confirmation** of the availability of requested volumes. The Retro Advice Note includes all required information as outlined in the retro advice form (see guidance).

• **Inform the Certification Body** before the transaction takes place.

• **Keep records** of retrocertified volumes.

PLEASE NOTE This Criteria does not extend retrocertification to other products.

Retrocertification

Applies to:	Year	Criteria
SPOs HLOs Trader	0	1.4.3 You sell your Fairtrade product as retrocertified in accordance with the rules defined by Fairtrade for the product, as set out in ANNEX A3. Retrocertification. When you retrocertify a Fairtrade product, you do the following: • Inform your supplier of the retrocertification using a Retro Advice note and receive confirmation of the availability of the requested volumes. The Retro Advice Note includes all required information as outlined in the retro-advice form (see guidance). • Inform the Certification Body before the transaction takes place. • Keep records of retrocertified volumes.

Is this Criteria effective to make Fairtrade processes more transparent and support product claims?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

If you systematically retrocertify products, is it practical to implement these three basic requirements for a common retrocertification process?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

For products that do not currently use a retro advice note, here is an example of a retro note ([Tea Retro Advice Note](#)). Is it practical to implement this kind of documentation for your product?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Please explain why.

Clarified definition of the roles of Fairtrade Payer and Conveyor

Currently the Trader standard includes an Annex with detailed information to define who is considered a payer and who is considered a conveyor for each product and sector. We propose to **replace the current annex with a clear generic definition of the roles of payer and conveyor applicable to all Fairtrade products. Product specific interpretations can be provided as guidance.**

Definition of the roles of payer and conveyor

Applies to:	Year	Criteria
Trader	0	1.3.2 You understand your role as Fairtrade Price and/or Premium Payer or Conveyor according to the following definitions: Payer – the trader company that pays the Fairtrade price and/or premium at the level where the price is set (FOB or EXW). Conveyor – the trader (e.g. exporter) that passes on the Premium once received from the Payer and pays any applicable price differential (difference between the Fairtrade Minimum Price and the price already paid, if applicable) to the producer organisation. An alternative arrangement is allowed, provided it is agreed with all affected parties (including the producer organisation), documented in writing and reported to the certification body. See ANNEX A12 Payer and Conveyor.

Does the proposed definition of Payer and Conveyor make it easy to understand whether your role is Fairtrade payer or conveyor?

☐ Easy ☐ Neutral ☐ Difficult ☐ I don't know

Is it useful for Fairtrade to provide guidance to support users in understanding how to interpret these roles in specific product supply chains?

☐ Useful ☐ Neutral ☐ Not useful ☐ I don't know

Please explain why.

Land and water rights dispute resolution

The current requirement addresses situations where land claims or disputes are ongoing and requires evidence that a legal resolution process is active and carried out by relevant authorities.

The scope of the Criteria has been expanded to also cover disputes related to water use, recognising the importance of responsible and lawful access to both land and water resources.

The Criteria no longer requires dispute resolution "before certification can be granted" as **disputes can arise at any time.**

Land and water rights dispute resolution

Applies to:	Year	Criteria
SPOs HLOs	0	1.1.4 Applies to SPO members Disputes related to land tenure, land use and water use are resolved responsibly and transparently. In cases where claims and disputes are ongoing, there is evidence of an active legal resolution process.

Is the Criteria effective to support producer organisations to manage disputes regarding natural resource use responsibly?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Free Prior Informed Consent

A Criteria to ensure Free Prior Informed Consent (FPIC) has been introduced for HLOs to strengthen alignment with relevant international conventions and responsible practices related to land and community rights. This replaces the requirement that HLOs demonstrate the absence of significant disputes over land use, tenure, and access, as this is difficult to comply with and audit.

Free, Prior and Informed Consent

Applies to:	Year	Criteria
HLOs	0	1.1.3 You have processes in place to obtain free, prior and informed consent from local and indigenous peoples for any actions related to land tenure and land and water use that may affect them.

Is the Criteria effective to support HLOs to demonstrate that they are avoiding potential conflicts with local communities responsibly?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Financial Audit of premium accounts

The Criteria extends the requirement for an audit of premium accounts over a certain threshold to all HLOs. It has been applicable for Flowers and for SPOs.

The Criteria sets the condition when audit applies based on the amount of premium received (not spent) to be consistent with requirements for SPOs. **The aim is to ensure transparent use of Fairtrade Premium.**

Financial audit of Fairtrade Premium accounts

Applies to:	Year	Criteria
SPOs	0	1.2.3 If the Fairtrade Premium in the last year was above 150,000 EURO/USD (premium currency), you contract a financial audit company to audit your Fairtrade Premium accounts based on the use defined in the Fairtrade Development Plan..
HLOs	0	1.2.3 a If the Fairtrade Premium received per annum is above 50,000 USD, the Fairtrade Premium Committee contracts an audit company to audit the Fairtrade Premium accounts. At least 3 external audit companies are proposed by the management of the company, and one is formally appointed by the Fairtrade Premium Committee and General Assembly. The audit is paid from the Premium funds, or can be paid by the company upon agreement

Is the Criteria effective to support HLOs improve transparency and accountability for premium use?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Fairtrade Premium Committee

The Criteria related to the Fairtrade Premium Committee have been strengthened to improve transparency. The changes have incorporated good practices defined in the Flowers and Plant Standard that **require Fairtrade Premium Committees to clearly define the roles of management and any union representatives and to regularly self-assess its effectiveness in operating a transparent, participatory and democratic administration of premium money and implementation of premium projects.**

Criteria related to the use of Fairtrade Premium use have been moved to a new economic section to improve the overall structure of the standard.

Fairtrade Premium Committee

Applies to:	Year	Criteria
HLOs	0	1.2.4 You establish a Fairtrade Premium Committee intending to manage the Fairtrade Premium and ensure it is used according to the rules (see 18.2.1 Purpose of Fairtrade Premium and 18.2.2 Acceptable uses of Fairtrade Premium). The Fairtrade Premium Committee operates under clear terms of reference (ToR) that are approved by the General Assembly and made available to members and workers in appropriate languages. The terms of reference include at least the following information: • Aims of the Committee; • Composition (who are the members); • How workers-members are elected; • Procedures of the committee determining at least terms of office, frequency of meetings, how decisions are made, Criteria for selection of Fairtrade Premium projects, documentation, and which reports should be delivered and what happens to the Committee if the company is decertified or dissolved; • Internal regulations, responsibilities, especially who is responsible for finances; • That all decisions on Fairtrade Premium use are approved by the annual general assembly (GA) of all workers; • The delegate system for the GA, where applicable. • How the interests of migrant and seasonal/temporary workers are taken into account.
HLOs	0	1.2.4 a

Applies to:	Year	Criteria
		The Fairtrade Premium Committee defines clearly the roles of management and any union representatives within the Fairtrade Premium Committee and communicates these to all members. Membership of the Fairtrade Premium Committee is determined in the following way: • The Fairtrade Premium Committee includes a majority of elected worker members and a smaller number of appointed advisors from the management. • All worker members are democratically elected by workers in line with the terms of reference and properly documented. You explain to workers the purpose of the Fairtrade Premium (and the role of the Fairtrade Premium Committee before they nominate their worker members for election. • Management advisors are appointed by management. Management advisors have a nonvoting advisory role. They assist and support the workers in the administration of the Fairtrade Premium. They have the right to block expenditure if it would violate rules for Fairtrade Premium use (see 18.2.1 Purpose of Fairtrade Premium and 18.2.2 Acceptable uses of Fairtrade Premium). • The roles of management and any union representatives are clearly defined within the Fairtrade Premium Committee. The roles are written and communicated to all members. • The composition of the Fairtrade Premium Committee reflects the composition of the workforce, taking into account gender, work areas, community membership, union membership, and, where applicable, migrant, temporary/seasonal and subcontracted workers. You provide training to all members of the Fairtrade Premium Committee to ensure they can fulfil their functions.
HLOs	0	1.2.4 b The Fairtrade Premium Committee (FPC): • Meets regularly during working hours. • Meets and consults with the workers during working hours to understand workers' needs and to discuss project ideas according to a meeting schedule agreed in advance with management. • Regularly self-assesses its effectiveness in operating a transparent, participatory and democratic administration of premium money and implementation of premium projects. The FPC seeks external support in case the implementation of Fairtrade is not effective.
HLOs (Multi estates)	0	1.2.4 c For multi-estates, there is a Fairtrade Premium Committee in each affiliated/member organisation. If there is also a central Fairtrade Premium Committee, there is a system for elected delegates to represent each affiliated organisation. The central Fairtrade Premium Committee keeps records of Fairtrade Premium income and use, both in total and by the Fairtrade Premium Committee in each affiliated/member organisation.

Is the Criteria effective to improve the transparency of Fairtrade Premium Committees?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Social Dialogue

This Criteria combines eight existing requirements from the HLO standard and one requirement from the Flowers and Plants Standard to strengthen and better reflect the principle of social dialogue.

The restructured requirement aims to improve clarity and provide a structured framework for meaningful regular engagement between workers, Trade Unions and management.

Social dialogue between management and Trade Union / elected worker representatives

Applies to:	Year	Criteria
HLOs	0	6.3.3 You ensure that trade union/elected worker representatives meet representatives of senior management regularly during working hours at least once every 3 months. The agenda of quarterly dialogue sessions must include at least once a year: • Results of the risk assessment (see 2.2.1.a Risk assessment), including the health and safety risk assessment (see 8.1.3 Health and safety risk assessment). • Actions to address risks to be included in the action plan, including the opportunity for trade unions and elected worker representatives to propose actions to address risks to be included in the plan (see 2.3.2 Action plan). • Joint review of audit results, focusing on improving working conditions, with the opportunity for trade unions and elected worker representatives to propose corrective measures. • Implementation of applicable collective bargaining agreements (see 6.3.1 Adherence to Collective Bargaining Agreements (CBA)). • Incremental steps and timeline toward the applicable living wage (see 19.2.2 Progress towards a living wage). • Reporting on wages and other remuneration and on cash payments from the Fairtrade Premium made by the Fairtrade Premium Committee (see 19.2.4). • Analysis of workplace grievances and actions taken to address them (see 2.6.3 Grievance Mechanism). • Specific interests of women workers and minority groups in the workplace.

Is the Criteria effective to support social dialogue between workers, trade unions and management?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Does the Criteria make it feasible for trade union/elected worker representatives to meaningfully engage in dialogue with management on the issues that concern them?

☐ Feasible ☐ Neutral ☐ Not feasible ☐ I don't know

Is any further clarification or guidance required to support implementation?

Employment contracts for temporary workers

The Criteria has been expanded to include details of contracts for temporary workers so that they are equivalent to those of permanent workers. The aim is to increase clarity and auditability.

Clarification has been added that the time frame of service for calculating temporary contracts includes both continuous service and service periods cumulative over 1 year, based on the best practice developed in the Tea standard. This is to protect workers from the practice of repeated use of short-term contracts to exclude them from the benefits of permanent work.

Employment contracts for temporary workers

Applies to:	Year	Criteria
HLOs	0	7.1.2 Temporary workers who have been employed for a period of three months consecutively or over the course of twelve months have a legally binding written employment contract. Contracts for temporary workers contain at least the following information: • Core employment terms: description of work responsibilities, salary or pay rate, working hours, overtime regulations. • Economic & Social protection: entitlements to social benefits, clear rules on deductions, annual paid leave, and guaranteed protection against loss of income due to illness, disability or workplace accidents.

Applies to:	Year	Criteria
		• Equitable Termination: a notice period for termination that is reciprocal and equivalent for both the worker and the employer. Each contract is signed by the parties, with a copy provided to the worker in a format and language they fully understand.
HLOs (only Tea)	0	7.1.2 a Temporary workers who work for 6 consecutive days or for at least 10 days in a month, or more of uninterrupted service, have a legally binding written contract of employment with a job description in a language they understand, signed by the employee and employer. The contract includes duration of contract, hours/day per week worked, job description, wage level, wage deductions, notice period, details on in-kind benefits, responsibilities of employer and employee, and includes an explanation of the grievance procedure. In the case of dissolution of the contract, the notice period is identical for the employer and the employee.

Is the Criteria effective to support fair employment and the protection of the rights of temporary workers?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Production quotas and piecework

The Criteria aligns the current requirements for SPOs and HLOs regarding the use of production quotas and piecework. This alignment has added specifications to the previous HLO requirement regarding how payment must be calculated and that the method of calculation must be transparent and accessible to the workers and worker organisations. **The aim is to ensure fair remuneration of workers employed on this basis.**

Permanent employment for regular work

Applies to:	Year	Criteria
SPOs HLOs	0	7.1.3 Applies to SPO members You do not use production quotas and piecework employment as a means to avoid time-bound contracts. Time-limited contracts and subcontracting are permitted during peak periods, in the case of special tasks and under special circumstances. For work based on production quotas and piecework, during normal working hours, you pay the proportionate minimum wage or the relevant industry average, whichever is higher. You make the method of calculation transparent and accessible to the workers and worker organisations.

Is the Criteria effective to support fair employment for workers paid by production quotas or piecework?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Worker records

The Criteria aligns the requirements for worker records for workers employed by HLOs, SPOs and subcontractors. Ensuring accurate worker records is a fundamental element of effective management systems to ensure worker rights are protected.

Records of worker contracts and payments

Applies to:	Year	Criteria
HLOs	0	7.1.5 You keep up-to-date records of all workers employed. This includes permanent, temporary and casual workers. For each worker, you record at least the name of the worker, period of payment, hours worked, regular working hours, overtime, salary, overtime rate, deductions made (e.g. social security), bonuses or financial compensation. If you subcontract workers, you ensure the contractor provides records of contracted workers with this information.
SPOs	0	7.1.5 b You keep up-to-date records of all workers employed. This includes permanent, temporary and casual workers. For each worker, you record at least the full name, gender, age, nationality, hours worked, and wage paid. If you subcontract workers, you ensure the contractor provides records of contracted workers with this information. In the context of the Dominican Republic, where there are challenges to the regularization of migrant workers, it is compulsory that you keep up-to-date records of all workers, including temporary, casual and subcontracted workers, containing for each worker: full name, gender, year of birth, nationality, start and end date of employment, type of work (permanent, temporary, seasonal, full-time/part-time), salary rate earned per day, week, fortnight or month, social/in-kind benefits received or available when applied (health, education, food, housing, transportation), and affiliation to social security and/or private health insurance.

Is the Criteria effective to support fair employment for workers?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Health and safety risk assessment

This Criteria was previously a development requirement for HLOs. It has been made mandatory and applicable in year 0 as it is a critical part of human rights (and environmental) risk assessment and should inform the action plan and implementation of the Standard to address risks.

The Health and Safety Risk Assessment was already mandatory in Tea. The generic HLO requirement does not include all the details required in the product-specific requirement for Tea, but is aligned with the purpose and timing of applicability.

Permanent employment for regular work

Applies to:	Year	Criteria
HLOs	0	8.1.3 You carry out regular Health & Safety risk assessments jointly with workers and their Health & Safety representatives (see 8.1.2 Health and safety committee). You ensure the Health & Safety risk assessment is carried out by a trained person. You include the results in your Risk Assessment and include actions in your action plan to develop and adapt safety measures based on the Health and Safety Risk Assessment.

Is the Criteria effective to support safe working conditions and contribute to the effective assessment of social and environmental requirements by the standard?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Deforestation

The Criteria extends the SPO requirement to avoid deforestation and degradation of vegetation to all HLOs as this is an important Fairtrade principle and essential to Fairtrade claims regarding environmental protection.

This Criteria applies for all risk levels.

No deforestation

Applies to:	Year	Criteria
SPOs HLOs	0	12.1.1 Applies to SPO members You do not cause deforestation, degradation of vegetation, or destruction of carbon storage ecosystems or protected areas. You include this in your commitment to Fairtrade Principles.

Is the Criteria effective to support environmental protection and biodiversity preservation?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Deforestation prevention

The Criteria extends the SPO requirement to take action to prevent deforestation and degradation of vegetation when a risk is present. It applies to HLOs with medium and high risk levels for deforestation.

Deforestation prevention

Applies to:	Year	Criteria
SPOs HLOs	1	12.1.2 You have a procedure in place to prevent deforestation and degradation of vegetation, or destruction of carbon storage ecosystems or protected areas.

Is the Criteria effective to support HLOs to ensure environmental protection and biodiversity preservation?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement in the year proposed above?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Assessment of the health risk of irrigation water

The Criteria changes the applicability of the current HLO requirement from year 1 to year 0 because the evaluation of possible health risks from irrigation water and any analysis of water quality needs to be part of the Risk Assessment process required by the Standard. Actions to address the risks and act upon the results of any analysis should be included in the action plan to implement the standard.

Water quality & management of health risks

Applies to:	Year	Criteria
HLOs	0	13.1.5

Applies to:	Year	Criteria
		You evaluate possible health risks from irrigation water and include this in your risk assessment. If possible health risks are identified, you make an analysis and act upon the results of the analysis.

Is the new timing of the Criteria effective to support HLOs address risks related to water quality?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement as part of the risk assessment process?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Negotiate wage increases

The Criteria extends best practice developed in the Flowers and Plants Standard to ensure that employers do not refuse to negotiate wages for any workers earning less than the living wage. The aim is to reinforce the intent of collective bargaining and protect workers' right to negotiate wages.

Negotiate wage increases

Applies to:	Year	Criteria
HLOs	0	19.2.3 You do not refuse to negotiate wage increases for any workers earning less than the applicable living wage.

Is the Criteria effective to protect workers' right to negotiate wages?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Land and water rights

The Criteria extends the applicability of the current HLO requirement to SPOs because having clear rights to land and water use is a core part of operating legally and an important part of ensuring fair dispute resolution.

Guidance will be provided for SPOs on how to show legitimate rights in contexts where legal land title is difficult or impossible to obtain.

Respect land and water rights

Applies to:	Year	Criteria
SPOs HLOs	0	1.1.2 Applies to SPO members You have legal and legitimate rights to land tenure and land and water use. You respect the land rights of local and indigenous peoples in line with relevant international conventions.

Is the Criteria effective to support SPOs to demonstrate they are operating legally?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

No double selling

The Criteria extend the current requirement in the Cocoa Standard to all SPOs, HLOs, and traders, as **avoiding double selling of certified volumes is critical to the transparency of Fairtrade supply chains and the credibility of Fairtrade claims.**

No double selling

Applies to:	Year	Criteria
SPOs HLOs Traders	0	4.2.5 If you buy or sell Fairtrade products that are also certified against other certification schemes (dual or multicertified), you do not sell the same volume as Fairtrade certified and under a certification scheme other than Fairtrade.

Is the Criteria effective to support fair trading practices and transparency across Fairtrade supply chains?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Calibration of weighing equipment

The Criteria **extends the current requirement in the Cocoa Standard to all SPOs** as the **regular calibration of weighing equipment is essential to ensure fair trading practices and fair payment of producer organisations.**

Calibration of weighing equipment

Applies to:	Year	Criteria
SPOs HLOs Traders	0	4.2.4 If you buy or sell Fairtrade products that are also certified against other certification schemes (dual or multicertified), you do not sell the same volume as Fairtrade certified and under a certification scheme other than Fairtrade.

Is the Criteria effective to support SPOs ensure fair trading practices with their members?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Ensuring fair working hours

The Criteria requires SPOs that hire a significant number of workers to implement at least one practice to ensure fair working hours. The list of practices that can be implemented to comply with the Criteria is taken from the mandatory Criteria that HLOs must implement to ensure fair working hours.

The extended applicability is to ensure minimum basic protections of workers' rights regarding working hours are also respected in SPOs.

SPOs that hire a significant number of workers are already required to keep documentation of workers, including hours worked (See 7.1.5.a). Ensuring fair working hours should be incorporated into management systems for recording working hours.

Ensuring fair working hours

Applies to:	Year	Criteria
SPOs	0	7.2.5 You implement at least one of these practices to ensure fair working hours: • You do not require workers to work in excess of 48 hours per week regularly. • You do not require overtime work. Overtime is only allowable if it is voluntary, it is not used regularly, it does not exceed 12 hours per week and it does not extend over a period of more than 3 consecutive months. • Workers have at least one day of rest for every 6 consecutive days worked. • You grant and respect lunch and work breaks. • You ensure that any nursing mother has one or more daily breaks during paid working time, or a daily reduction of hours of work, to nurse her child for up to 9 months after the birth.

Is the Criteria effective to support SPOs to ensure fair working hours for workers?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Protection from retaliation for complaints or grievances

The Criteria extends the applicability of the current requirement for HLOs and Traders to SPOs because a grievance mechanism is now also required for the SPO. Any person who makes a complaint through the grievance mechanism, or through any other channel, must be protected from retaliation for the mechanism to work effectively.

Protection from retaliation for complaints or greivances

Applies to:	Year	Criteria
SPOs HLOs	0	9.2.4 You put in place measures to prevent retaliation, threats or harm against people who file complaints. You do not discipline, dismiss or discriminate in any way against workers for using the grievance procedure.

Is the Criteria effective to support SPOs protect people who make complaints and implement an effective grievance mechanism?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Risk of soil erosion & soil degradation

The Criteria changes the applicability for SPOs from a development requirement to make it mandatory in year 0 because the assessment of the risks of soil erosion and soil degradation needs to be part of the Risk Assessment process required by the Standard. Actions to address the risks and act upon the results of any analysis should be included in the action plan to implement the standard.

Prevention of soil erosion and soil degradation

Applies to:	Year	Criteria
SPOs	3	14.1.2

Applies to:	Year	Criteria
HLOs		If you identify land at risk of soil erosion or soil degradation, or land that is already eroded, where Fairtrade crops are grown. You implement at least one of the following practices: • You train members and workers on practices that reduce and/or prevent soil erosion or soil degradation. • You implement practices that reduce and/or prevent soil erosion or degradation caused by wind, water, and/or human or animal impact. • You identify areas where ground cover is needed and include actions in your action plan to establish ground cover in those areas to avoid bare soil, with a maximum timeline.

Is the new timing of the Criteria effective to support SPOs address risks of soil erosion and soil degradation?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement as part of the risk assessment process?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

No use of human waste of Fairtrade crops

The Criteria mirrors the HLO requirement to avoid the use of Human waste on Fairtrade crops to SPOs because this is a basic protection for human health and the environment.

The Criteria requires SPOs that are high risk for soil health - and therefore likely to use available materials as fertilisers, **raise awareness among members** that human sewage sludge, or untreated sewage water, should not be used for fertilisation, irrigation, or processing of Fairtrade crops. **The aim is to protect the safety of producer organisations and the environment.**

No use of human waste on Fairtrade crops

Applies to:	Year	Criteria
HLOs	0	14.1.6 You do not use human sewage sludge, or untreated sewage water for fertilisation, irrigation, or processing of Fairtrade crops.
SPOs	0	14.1.6 a You raise awareness among your members that human sewage sludge, or untreated sewage water, should not be used for fertilisation, irrigation, or processing of Fairtrade crops.

Does the Criteria effectively support SPOs to avoid the risk of harm to the environment and human health from the use of human waste as fertiliser?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Avoid GMO contamination of seed and planting stock

The Criteria extends the applicability of the current HLO requirement to avoid GMO contamination of seeds and planting stock to SPOs who are high-risk for biodiversity loss. The aim is to ensure greater protection of biodiversity through more active measures to avoid GMO contamination. The Criteria provides a list of options for practices that can be implemented to comply with the Criteria so producer organisations can select the one that is most relevant and useful for their circumstances.

Avoid GMO contamination of seed and planting stock

Applies to:	Year	Criteria
SPOs HLOs	0	12.4.2 Applies to SPO members You implement at least one of the following practices: • Buying certified non-GMO seeds • Maintaining your own GMO-free seed bank • Raising awareness among your members on the risk of GMO (use, contamination and intellectual property rights dependency).

Is the Criteria effective to support SPOs to protect biodiversity and avoid GMO contamination of Fairtrade crops?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Buffer zones

The Criteria merges the requirements for buffer zones for biodiversity (i.e., around natural habitats) with buffer zones for pesticide application, so all requirements on buffer zones are treated consistently in the same place. All kinds of buffer zones must be observed to protect human health and the environment (e.g., water sources).

Buffer Zones

Applies to:	Year	Criteria
SPOs HLOs	0	15.2.1 Applies to SPO members You do not apply pesticides or other hazardous chemicals within 10 meters of • Areas with ongoing human activity (such as housing, canteens, offices, warehouses, or similar places where people are present) • Bodies of water • Watershed recharge areas • Areas of high conservation value (whether protected or not).

Is the Criteria effective to support producer organisations to ensure the safe use of hazardous materials?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Definition of purpose of Fairtrade Premium

The Criteria proposes a clear definition of the purpose of Fairtrade Premium, which is applicable to both SPOs and HLOs. This definition exists for HLOs, but there is not currently an equivalent definition for SPOs. **It is essential to have a clear common definition of the purpose of Fairtrade Premium to support transparency across the supply chain, clearly communicate the benefits of Fairtrade to stakeholders, and back up Fairtrade claims.**

The proposed definition is **common to SPOs and HLOs, but has a different reference to the plan for premium use.**

Purpose of Fairtrade Premium

Applies to:	Year	Criteria
SPOs HLOs	0	18.2.1 The Fairtrade Premium benefits Fairtrade cooperative members, workers, their families and their communities to address their needs and risks as they decide themselves for the realisation of common goals.
HLOs	0	18.2.1 a The Fairtrade Premium is used to implement projects in the Fairtrade Premium Plan as decided and adequately justified by workers. (See 2.3.3 Fairtrade Premium Plan)
SPOs	0	18.2.1 b The Fairtrade Premium is used to implement the objectives in your Action Plan based on the priorities for Fairtrade Premium use. (See 2.3.1 Action Plan).

Is the proposed definition effective to support transparency and clear communication about the purpose of Fairtrade Premium?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Definition of acceptable uses of premium

The Criteria extends the definition of unacceptable uses of Fairtrade Premium from the current requirement in the HLO standard to SPOs. The aim is to **create greater transparency regarding the use of premium to give confidence to premium payers and communicate the benefits of the Fairtrade premium clearly** to stakeholders.

PLEASE NOTE. This Criteria does not change the rules for Fairtrade Premium use

Acceptable uses of Fairtrade Premium

Applies to:	Year	Criteria
SPOs HLOs	0	18.2.2 Fairtrade Premium is not used for any illegal activity, fraudulent, could jeopardise the business or certification of the company or have a demonstrable negative structural, financial or social impact on the company.
HLOs	0	18.2.2 a The Fairtrade Premium is not used: • To meet any expenditure for which the company is legally responsible (e.g. health and safety requirements, onsite housing including upkeep and maintenance, training of workers on any subject including hazardous work, health and safety) • To replace existing social and environmental expenditures of the company; • To cover the running costs of the company; • To make a loan to the company, owners or managers; • For costs of compliance with the requirements of Fairtrade Standards (including office space or meeting space and training for Fairtrade Premium Committee members, trade union/elected worker representatives, and other committees supporting Fairtrade-related activities).

Applies to:	Year	Criteria
HLOs (only Flowers & plants)	0	18.2.2 b The Fairtrade Premium is also not used to cover transportation for workers living outside walking distance from the plantation.

Is the proposed definition effective to support transparency and clear communication about the purpose of Fairtrade Premium?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Is any further clarification or guidance required to support implementation?

Premium Earmark for certain purposes (applicable to Coffee, Cocoa & Quinoa)

Fairtrade standards for Coffee, Cocoa and Quinoa include requirements governing how premiums should be used, which are intended to ensure that premiums are used to address specific human rights and environmental risks. These requirements were introduced into product specific standards at different points in time to respond to sector-wide challenges. **The evolved Fairtrade Standards are now adopting a risk-based approach that creates a much clearer link between the assessment of human rights and environmental risks, the action plans to implement relevant standards Criteria to address these risks and the prioritisation of Fairtrade Premium to address both risks and needs of members.** This means it is timely to reflect on **whether the existing product-specific earmarking of premium use is still relevant and useful.**

Allocation of Fairtrade Premium to support economic, social and environmental priorities

Applies to:	Year	Criteria
SPOs (Only Coffee)	1	18.2.5 You invest at least 5 cents of Fairtrade Premium per pound of Fairtrade coffee sold in improving the productivity and/or quality of Fairtrade coffee and/or enhancing sustainable agricultural practices. Based on the Fairtrade Development Plan and the environmental risk assessment, the General Assembly decides on the activities to be carried out. You keep records on the use of money and explain how it contributes to the improvement of productivity, quality and/or sustainable agriculture practices.
SPOs (Only Quinoa)	1	18.2.5 a You dedicate at least 30% of the Fairtrade Premium that you receive to investment into environmentally sustainable measures for the production and processing of quinoa. Investment can be made at the level of individual members and/or the producer organisation. The General Assembly decides on the activities to be carried out. You keep records of the use of the Premium and are able to explain in which way the Premium use contributes to the improvement of environmental sustainability.
SPOs (Ivory Coast & Ghana) (Only Cocoa)	1	18.2.5 b The Fairtrade Premium is invested according to the following distribution: • Min. 40% is transferred to your members as cash payout • Min. 10% (max. 40%) is invested in your producer organisation • Min. 10% (max. 40%) is invested in farm services for your members • Min. 10% (max. 40%) is invested in community needs such as education, health or others.
SPOs (Only Cocoa)	1	18.2.5 c When planning for the Fairtrade Development Plan, you discuss whether investing the Fairtrade Premium in activities that increase quality and productivity would help your members to have more secure incomes. You present the results of this discussion to the GA before approving the Fairtrade Development Plan.

Applies to:	Year	Criteria
		In case a trader has offered a long-term partnership based on mutual commitments, and has communicated to you their sustainability priorities, you discuss with your members whether such a partnership would be in the interest of your organisation and of your members and inform your business partner about your decision.

Now that the Fairtrade standard is moving to a risk-based approach, is it still relevant to define earmarking of premium use in coffee, cocoa and quinoa?

☐ Relevant ☐ Neutral ☐ Not relevant ☐ I don't know

Please explain your answer.

Cost-benefit analysis (only Cocoa in the Cote d'Ivoire and Ghana)

This Criteria aims to support SPOs in Cocoa to ensure effective management and transparency in the implementation of the Fairtrade standard. **This is a continuous improvement Criteria applicable in Year 3 as it was a development requirement which are no longer used.**

Cost benefit analysis

Applies to:	Year	Criteria
SPOs (Ivory Coast & Ghana) (Only Cocoa)	3	2.8.6 Your organisation estimates the cost of Fairtrade compliance and the financial benefits of Fairtrade at both the organisation and the average farmer level. You repeat this estimation at least every three years. The estimated costs and benefits per farmer are shared with existing and prospective members.

Is the Criteria effective to support SPOs to ensure effective management and transparency in the implementation of the Fairtrade standard?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Transparent payments to members (only Cocoa in the Ivory Coast and Ghana)

This Criteria aims to support SPOs in Cocoa in Cote d'Ivoire and Ghana to ensure transparent payment to members by deploying solutions to make e-payments to your individual members when transferring Fairtrade Premium and price differential payments.

This is a continuous improvement Criteria applicable in Year 3 as it was a development requirement which are no longer used.

Transparent payments to members

Applies to:	Year	Criteria
SPOs (Ivory Coast & Ghana) (Only Cocoa)	3	17.4.1 d You deploy solutions that support your organisation to make e-payments to your individual members when transferring Fairtrade Premium and price differential payments.

Is the Criteria effective to support SPOs manage transparent payments to members?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

What would make it more effective and practical?

Improving economic resilience (only Cocoa)

This Criteria aims to support SPOs in Cocoa to improve the economic resilience of their members. Options for actions to comply with the Criteria are provided. **It is a continuous improvement Criteria applicable in Year 3, recognising that all the options are currently development Criteria, which are no longer used.**

Improve economic resilience

Applies to:	Year	Criteria
SPOs (Only Cocoa)	3	20.1.1 You implement at least one of the following actions to improve the economic resilience of your members: • You collect household and farm data to assess the needs of members regarding sustainable farm improvements. • You develop, agree and regularly review and update farm improvement plans with individual members to increase the economic viability of the members' farms sustainably and to support farmers in determining and achieving their optimal cocoa productivity. You discuss the findings and updates from farm assessment data and risk assessment with the member, and include the resulting agreed actions in the Farm Improvement Plan. • You support your members with income resilience strategies, including income diversification. You give special attention to the participation of women and youth. You implement this requirement gradually, starting with a manageable number of members for your organisation. • You support your members to analyse their production costs and net income and provide training on finance and business management. You implement this requirement gradually, starting with a manageable number of members.

Is the Criteria effective to support SPOs to improve the economic resilience of members?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for improving economic resilience provided from most practical to least practical to implement

- ☐ You collect household and farm data to assess the needs of members regarding sustainable farm improvements.
- ☐ You develop, agree and regularly review and update farm improvement plans with individual members to increase the economic viability of the members' farms sustainably and to support farmers in determining and achieving their optimal cocoa productivity. You discuss the findings and updates from farm assessment data and risk assessment with the member, and include the resulting agreed actions in the Farm Improvement Plan.
- ☐ You support your members with income resilience strategies, including income diversification. You give special attention to the participation of women and youth. You implement this requirement gradually, starting with a manageable number of members for your organisation.
- ☐ You support your members to analyse their production costs and net income and provide training on finance and business management. You implement this requirement gradually, starting with a manageable number of members.

What would make it more effective and practical?

Improving economic resilience (only Cocoa in the Ivory Coast and Ghana)

This Criteria aims to support SPOs in Cocoa in Cote d'Ivoire and Ghana to improve the economic resilience of their members. Options for actions to comply with the Criteria are provided. **It is a continuous improvement Criteria applicable in Year 3, recognising that all the options are currently development Criteria which are no longer used.**

Improve economic resilience

Applies to:	Principle	Criteria
SPOs (Ivory Coast and Ghana)(Only Cocoa)	3	20.1.1 b You implement at least one of the following actions to improve the economic resilience of your members: • You implement a farm book system that supports your members to document their farm income and production costs, enabling members to improve their farm yields and calculate their net income, whilst also building their financial history. You implement this gradually, starting with a manageable number of members for your organisation.

Applies to:	Principle	Criteria
		- You collect and record member farm book data to assess the net income of your members against the Living Income benchmark for your country. You assess the progress of your members against Living Income targets at the farm level, including cocoa yields per hectare. You implement this requirement gradually, starting with a manageable number of members for your organisation. - You determine the financing needs of your members and make efforts to meet their needs. You document your interaction with input suppliers and/or financial organisations when seeking finance for your members.

Is the Criteria effective to support SPOs to improve the economic resilience of members?

☐ Effective ☐ Neutral ☐ Not effective ☐ I don't know

Is it practical to implement in year 3?

☐ Practical ☐ Neutral ☐ Not practical ☐ I don't know

Rank the options for improving economic resilience provided from most practical to least practical to implement

☐ You implement a farm book system that supports your members to document their farm income and production costs, enabling members to improve their farm yields and calculate their net income, whilst also building their financial history. You implement this gradually, starting with a manageable number of members for your organisation.

☐ You collect and record member farm book data to assess the net income of your members against the Living Income benchmark for your country. You assess the progress of your members against Living Income targets at the farm level, including cocoa yields per hectare. You implement this requirement gradually, starting with a manageable number of members for your organisation.

☐ You determine the financing needs of your members and make efforts to meet their needs. You document your interaction with input suppliers and/or financial organisations when seeking finance for your members.

What would make it more effective and practical?

Further Comments on the Evolved Standard or the Consultation

Additional Feedback

Please provide additional feedback you may have on the consultation survey or on the revised standard proposed and annexes.

Topic	Feedback

Add Row

Satisfaction with the consultation

How satisfied are you with the consultation process?

(1 not satisfied at all, 5 very satisfied)

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Was the process inclusive?

(1 fully disagree, 5 fully agree)

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

What would make the consultation process more credible and easier to use?

Links to support documents and completing the survey

[Principle-Based Framework](#)

[Risk and Results Approach Animated Slides](#)

[Fairtrade Standards](#)

[Fairtrade Standards Annexes](#)

[Fairtrade Main Changes](#)

[Management System and Documentation Animated Slides](#)