



FAIRTRADE STANDARDS

FOR Cut Flowers

FOR Hired Labour

Fairtrade, an Alternative for Small Farmers and Workers **2**

PART A Generic Fairtrade Standards for Hired Labour **3**

1 Social Development **3**

1.1 Fairtrade adds Development Potential 3

1.2 Non-Discrimination 3

1.3 Forced Labour and Child Labour 3

1.4 Freedom of Association & Collective Bargaining 3

1.5 Conditions of Employment 4

1.6 Occupational Health and Safety 5

2 Economic Development **6**

2.1 Fairtrade Premium 6

2.2 Export Ability 6

3 Environmental Development **7**

3.1 Environment Protection 7

3.2 Environment Sustainability 7

PART B Product Specific Standards for Cut Flowers **8**

PART C Trade Standards for Cut Flowers **13**

Fairtrade, an Alternative for Small Farmers and Workers

Fairtrade is an initiative for small farmers and wage workers in the South, who have been restrained in their economic and / or social development by the conditions of trade (= 'disadvantaged'). If fair access to markets under better conditions of trade can help to overcome the restraints of development, they can join Fairtrade.

Small farmers can participate in Fairtrade if they have formed organisations (in co-operatives, associations or other organisational forms¹) which are able to contribute to the social and economic development of their members and their communities and are democratically controlled by their members. Producer organisations can be certified by FLO if they comply with the requirements in this document.

Workers can participate in Fairtrade if they are organised, normally in unions, and if the company they work for is prepared to promote workers' development and to share with the workers the additional revenues generated by Fairtrade. Such companies working with hired labour (farms, plantations, factories, manufacturing industries, etc.), can be certified if they comply with the requirements in this document.

In setting its Standards FLO follows certain **internationally recognised standards and conventions**, especially those of the ILO (International Labour Organisation), as these form the basic labour rights most widely accepted throughout the world. In this document each standard is formulated in general terms, and, where applicable, reference is made to external standards which FLO follows.

The Standard is then followed by the **requirements** against which producers will actually be inspected. The requirements are divided into:

- **minimum requirements**, which all producer organisations must meet from the moment they join Fairtrade, or within a specified period; and
- **progress requirements**, on which producer organisations must show permanent improvement and which should be developed according to a plan agreed by the Joint Body. A report on the achievement of progress requirements should be made each year.

Minimum in this sense is meant to ensure that:

1. Fairtrade benefits reach the small farmers and/or workers.
2. The small farmers' organisation and/or the workers has/have potential for development.
3. Fairtrade instruments can take effect and lead to a development which cannot be achieved otherwise.

The degree of progress, which FLO requires from each producer organisation, depends on the level of economic benefits it receives from Fairtrade and on its specific context.

FLO also requires that producer organisations and companies always abide by **national legislation**. Furthermore, national legislation prevails if it sets higher standards on particular issues than FLO.

The Standards laid out in this document apply to hired labour situations ONLY. The term "workers" refers to all those employed, including casual, seasonal and permanent workers.

For Standards related to small farmers' organisations please see the respective document.

¹ In the rest of the document the term "organisation" will be used, which should be read as to include all types of organisational forms.

PART A Generic Fairtrade Standards for Hired Labour

1 Social Development

1.1 Fairtrade adds Development Potential

Fairtrade should make a difference in development for workers.

1.1.1 Minimum Requirement

- 1.1.1.1 The employer can demonstrate that FT revenues will promote the social and economic development of the workers.

1.1.2 Progress Requirement

- 1.1.2.1 A monitored plan should be developed under which the benefits of Fairtrade (including the Premium) are shared based on a democratic decision taken by the beneficiaries.

1.2 Non-Discrimination

FLO follows ILO Convention 111 on ending discrimination of workers. The Convention rejects “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation” (art. 1).

1.2.1 Minimum requirements

- 1.2.1.1 There is no distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin in recruitment, promotion, remuneration, allocation of work or other activities.

1.2.2 Progress requirements

- 1.2.2.1 Programs related to disadvantaged/minority groups are in place to improve the position of those groups, particularly with respect to recruitment, staff and committee membership.

1.3 Forced Labour and Child Labour

FLO follows ILO Conventions 29, 105, 138 and 182 on child labour and forced labour. Forced or bonded labour must not occur. Bonded labour can be the result of forms of indebtedness of workers to the company or middlemen. Children may only work if their education is not jeopardised. If children work, they shall not execute tasks, which are especially hazardous for them due to their age.

1.3.1 Minimum requirements

- 1.3.1.1 Forced labour, including bonded or involuntary prison labour, does not occur.
- 1.3.1.2 Children are not employed below the age of 15.
- 1.3.1.3 Working does not jeopardise schooling or the social, moral or physical development of the young person.
- 1.3.1.4 The minimum age of admission to any type of work which by its nature or the circumstances under which it is carried out, is likely to jeopardise the health, safety or morals of young people, shall not be less than 18 years.
- 1.3.1.5 Employment is not conditioned by employment of the spouse. Spouses have the right to off-farm employment.

1.4 Freedom of Association & Collective Bargaining

FLO follows ILO Conventions 87 and 98 on freedom of association and collective bargaining. Workers and employers shall have the right to establish and to join organisations of their own choosing, and to draw up their constitutions and rules, to elect their representatives and to formulate their programmes. Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

1.4.1 Minimum requirements

- 1.4.1.1 Management recognises in writing the right of all employees to join an independent trade union, free of interference of the employer, the right to establish and join federations, and the right to collective bargaining.
- 1.4.1.2 Management allows trade union organisers to meet all the workers, and allows workers to hold meetings and organise themselves without the interference of the management.
- 1.4.1.3 Management does not discriminate against workers on the basis of union membership or union activities.
- 1.4.1.4 If one or more independent and active trade unions exist in the sector and the region, FLO expects that the workers shall be represented by (a) trade union(s) and that the workers shall be covered by a Collective Bargaining Agreement (CBA) within one year after certification.
- 1.4.1.5 If no independent and active union exists in the region and the sector, all the workers shall democratically elect a worker's committee, which represents them, discusses with management and defends their interests. This committee negotiates with the management an agreement on the conditions of employment, covering all aspects normally covered by a Collective Bargaining Agreement (CBA). Such an agreement must be in place within 2 years after certification.

1.4.2 Progress requirements

- 1.4.2.1 The representation and participation of the workers is improved through training activities. These are also aimed at improving the workers' awareness of the principles of Fairtrade.
- 1.4.2.2 If no union is present, management and the workers' committee get into a process of consultation with the national union federation(s) for the respective sector and the International Alliance of Trade Union Federations (or appropriate International Trade Secretariat) about improvement of the workers' representation and implementing a Collective Bargaining Agreement (CBA).

1.5 Conditions of employment

FLO follows ILO Conventions 100 on equal remuneration and 111 on discrimination as well as ILO Convention 110 in case of plantations. All employees must work under fair conditions of employment. The producer organisation must pay wages in line with or exceeding national laws and agreements on minimum wages or the regional average. FLO expects that the progress requirements will annually be dealt with in the collective bargaining process.

1.5.1 Minimum requirements

- 1.5.1.1 Salaries are in line with or exceeding regional average and official minimum wages for similar occupations. The employer shall specify wages for all functions.
- 1.5.1.2 Payment must be made regularly and in legal tender and properly documented.
- 1.5.1.3 Regarding other conditions of employment like maternity leave, social security provisions, non-monetary benefits, etc. at least the provisions as laid out in the Collective Bargaining Agreement or the Agreement signed between the workers' committee and the management must be fulfilled.
- 1.5.1.4 After two years of certification all workers are employed under legally binding labour contracts.

1.5.2 Progress requirements

- 1.5.2.1 The employer works towards all permanent workers having the benefits of a provident fund or pension scheme.
- 1.5.2.2 An adequate sick leave regulation is put in place.
- 1.5.2.3 A working hours and overtime regulation is put in place, with maximum normal working hours not exceeding 48 per week or local law if lower. Overtime should not exceed 12 hours per week averaged over the year.

- 1.5.2.4 Salaries are gradually increased to 'living wage' levels above the regional average and official minimum.
- 1.5.2.5 Differences in the conditions of employment for casual, seasonal and permanent workers are progressively diminished.

1.6 Occupational Health & Safety

FLO follows ILO Convention 155 which aims "to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment."

1.6.1 Minimum requirements

- 1.6.1.1 Workplaces, machinery and equipment are safe and without risk to health. FLO may require that an inspection is carried out by a competent authority or independent inspection agency.
- 1.6.1.2 Among the workers' representatives, a person must be nominated who can be consulted and who can address health and safety issues with management. They should be given time to consult workers and investigate issues.
- 1.6.1.3 Those who are handling hazardous chemicals are adequately trained in storage, application and disposal of these. They are actively informed of all relevant information on the product they are handling by the company. This information is provided in the local language.
- 1.6.1.4 Adequate personal protective equipment of good quality is available and appropriate, especially for the use of hazardous chemicals. Workers handling hazardous chemicals must use it.
- 1.6.1.5 The following persons are not allowed to work with the application of hazardous materials: persons younger than 18 years, pregnant or nursing women, persons with incapacitated mental conditions; persons with chronic, hepatic or renal diseases, and persons with diseases in the respiratory ways.
- 1.6.1.6 Workers are not allowed to bring clothes or protective equipment used for spraying to their homes.
- 1.6.1.7 All finished goods, inventory and storage materials are placed in a hazard-proof manner, uncluttered and easily accessible. Floors and aisles have to be kept clean.
- 1.6.1.8 Fire exits are provided for every workplace, properly marked and kept clear of obstructions, allowing swift and safe exit during emergencies. Workers are drilled in evacuation procedures regularly.
- 1.6.1.9 All workplaces where open chemicals or inflammable materials are used, maintain acceptable air-quality levels through adequate ventilation.
- 1.6.1.10 All workers have continuous access to clean drinking water, and proper toilet facilities that are cleaned regularly with suitably covered drains and pipes.
- 1.6.1.11 All workplaces have acceptable lighting and ventilation according to local weather conditions.
- 1.6.1.12 Electrical equipment, wiring and outlets are properly placed, grounded and professionally inspected regularly for overloading and leakage.

1.6.2 Progress requirements

- 1.6.2.1 Workers' capability and awareness of the chemicals they are using, relevant health protection and first aid are improved through training.
- 1.6.2.2 Establishment of a occupational health and safety committee with the participation of workers.
- 1.6.2.3 Collective risk assessments are carried out regularly.

2 Economic Development

2.1 Fairtrade Premium

The price paid for Fairtrade products includes a Premium. This Fairtrade Premium is to be used for improvement of the socio-economic situation of the workers, their families and communities. Workers and management decide jointly about the use of the Premium. Procedures, roles and responsibilities are laid down in a separate guidance document available at FLO. The employer must have the commitment and capacity to administer the Fairtrade Premium in a way that is transparent for workers and FLO.

2.1.1 Minimum requirements

- 2.1.1.1 Management clearly commits itself in writing to set up a Joint Body in line with the requirements laid out. The Joint Body has to be established immediately after certification has been granted but before the first FT money flows.
- 2.1.1.2 The workers' representatives must be chosen through a democratic process. Workers' representatives can at all times invite external support persons to assist in the meetings of the Joint Body.
- 2.1.1.3 The Joint Body should strive to reach decisions by consensus. Failing this, no decision can be approved if the majority of the workers' representatives does not consent.
- 2.1.1.4 All the spending of the Fairtrade Premium and related issues are decided exclusively by the Joint Body.
- 2.1.1.5 The Fairtrade Premium can not be used for the running costs of the company and for the costs of the minimum requirements, for example such as those in the Conditions of Employment section.
- 2.1.1.6 The spending of the Premium is separately accounted for and FLO and the workers are able to check the relevant books.
- 2.1.1.7 The Joint Body is responsible to inform the workers and FLO on a regular basis, but at least once a year on the planned use of the Premium and on the progress of projects carried out with the Premium.
- 2.1.1.8 The Joint Body prepares a yearly premium work plan. The premium work plan contains a reasonable budget based on expected premium income, which sets priorities for premium use. In the course of the year the work plan can be adjusted if the premium earnings are other than expected.
- 2.1.1.9 The Joint Body, including the management representatives, is to account to FLO for the administration and use of the premium.

2.1.2 Progress requirements

- 2.1.2.1 The composition of the Joint Body shall reflect the gender, cultural and other make up of workforce.

2.2 Export Ability

The producers must have access to the logistical, administrative and technical means to bring a quality product to the market.

2.2.1 Minimum requirements

- 2.2.1.1 Logistics and communication equipment are in place.
- 2.2.1.2 The producer organisation proves that it meets current export quality standards, preferably through previously exported products, which were accepted by importers.
- 2.2.1.3 Demand for the producers' Fairtrade product exists.

3 Environmental Development

3.1 Environment protection

Producers are expected to protect the natural environment and to make environment protection a part of farm or company management.

The Management shall implement a system of Integrated Crop Management (ICM) or equivalent in non-agricultural settings, with the aim of establishing a balance between environment protection and business results, through the permanent monitoring of economic and environmental parameters, on the basis of which an integrated cultivation and protection plan is devised and permanently adapted. FLO encourages producers to work towards organic certification.

ICM minimises the use of fertilisers and pesticides, and partially and gradually replaces them with organic fertilisers and biological disease control.

3.1.1 Minimum requirements

- 3.1.1.1 The company conforms to national and international legislation regarding the use and handling of pesticides and other hazardous chemicals (storing, filling, cleaning, administration, etc.), the protection of natural waters, virgin forest and other ecosystems of high ecological value, erosion and waste management.

Additionally for plantations

- 3.1.1.2 Pesticides in WHO class 1 a+b, pesticides in the Pesticide Action Network's "dirty dozen" list and pesticides in FAO/UNEP's Prior Informed Consent Procedure list (respecting updates, see appendix) cannot be used.

3.1.2 Progress requirements

- 3.1.2.1 The management shall implement a system of Integrated Crop Management or equivalent.

3.2 Environment Sustainability

3.2.1 Minimum requirements

- 3.2.1.1 The company has procedures in place to dispose of wastewater and other hazardous liquids minimising the environmental damage.

3.2.2 Progress requirements

- 3.2.2.1 The company takes measures to separate hazardous waste (like i.e. waste from print screening, dyes, ink and chemicals in the case of sportsballs production), from non hazardous solid waste; wastewater and other hazardous liquids are treated before disposing off and solid waste is recycled.

PART B Product Specific Standards for Cut Flowers

1 Social Development

1.3 Forced Labour and Child Labour

1.3.1 Minimum requirements

- 1.3.1.1 Children are not employed below the age of 15 **or under the compulsory school-leaving age, whichever is higher.**²
- 1.3.1.2 There shall be no forced labour, included bonded or involuntary prison labour **nor shall workers be required to lodge "deposits" or their identity papers with their employer.**

1.5 Conditions of employment

The criteria in this section are additionally based on ILO Convention 155 and 170 as a reference on labour and working conditions.

1.5.1 Minimum requirements

- 1.5.1.1 All employees must have a legally valid written contract of employment signed by employees and employers, which safeguards them from loss of pay in the case of illness, disability and accident. In case of dissolution of the contract, the period of notice must be identical for employer and employee. The employee must be provided with a copy of the contract. For recruitment, pregnancy and genetic tests are not allowed. If no written contracts exist they must be established within not more than a year after inscription in the Register.
- 1.5.1.2 Salaries are at least in line with legal or industry minimum or exceed the local average for similar occupations and official minimum industrial wages. They shall always be sufficient to meet basic needs of workers and their families. The employer will specify wages for all functions.
- 1.5.1.3 Working hours, overtime and paid leave must comply with applicable law and industry standards.
In any event, workers shall not be required to work in excess of 48 hours per week on a regular basis. Overtime shall be voluntary, not exceed 12 hours per week, not be demanded on a regular basis and always be compensated at a premium rate. Agreed and legally stipulated midday and work breaks must be observed. Workers should have at least 24 consecutive hours of rest per week.
- 1.5.1.4 Annual leave shall be at least 3 weeks of paid leave per year. An adequate sick leave regulation is in place. Sick off days are not to be taken as annual leave.
- 1.5.1.5 Maternity leave shall not be shorter than 8 weeks not including annual leave, with basic salary guaranteed for permanent workers. At least 6 week of the maternity leave take place after the confinement.
- 1.5.1.6 If the company provides the workers with housing, the structural standard and the infrastructure must be such as to provide healthy and restful living conditions.
If housing or alike benefits are provided to the workers, it must not be provided in a discriminatory way, meaning that, those workers who do not receive these benefits should be compensated otherwise.
- 1.5.1.7 These provisions also apply to temporary, part-time, casual and subcontracted workers. Time-limited contracts and subcontracting are permitted only during peak periods and in the case of special tasks.
- 1.5.1.8 Social security provisions premium must be paid for all workers.

1.5.2 Progress requirements

² If only part of the standard is an additional standard requirement it is marked in bold.

- 1.5.2.1 Growers shall ensure that workers are included in an appropriate state or private social security scheme, covering especially invalidity, injury, maternity and old-age benefit.
- 1.5.2.2 Female employees shall be entitled to maternity leave of at least 3 months on full pay. The employee will not incur any loss of privilege on account of such a leave. If the agreed maternity leave is actually less than stipulated here, the leave shall be increased each year one week to reach 3 months.
- 1.5.2.3 The education of the children of the workers shall be paid special attention. Support of crèche facilities inside or outside the compound is highly recommended.
- 1.5.2.4 The development of the workers is promoted with educational programmes in the social and cultural field

1.6 Occupational Health and Safety

Further internationally accepted health and safety standards which cover the handling of pesticides and chemicals are hereafter used as guidelines for the criteria; namely the ICC guidelines (see also Part Three: Environmental standards).

General Health and Safety measures

1.6.1 Minimum requirements

- 1.6.1.1 A person in charge of occupational health and safety (safety officer) and a substitute must be nominated. They have to be specially trained for their job. Their duties are described in the respective job profile. The safety officer shall in cooperation with the workers representatives check the observance of health and safety issues and can evaluate complaints and suggestions for improvements.
- 1.6.1.2 All workers in the cultivation, harvesting and finishing sections are provided by the company free of charge with suitable protective clothing appropriate for their task. They have to be medically examined at the beginning and end of their employment. The findings must be communicated to the persons in a readily understandable form.
- 1.6.1.3 Workers and their representatives must be consulted, informed and trained on health and safety matters. Information and training courses must be held periodically (at least every 6 months). New employees, including temporary and subcontracted workers, must be specially informed and instructed on the risks at the workplace.
- 1.6.1.4 Special measures must be taken to avoid reproductive health risks. In particular, pregnant women may only perform work which is appropriate to their physical capacity and which excludes contact with pesticides and chemicals.
- 1.6.1.5 Clean drinking water must be available during working hours, within a reachable distance from the working place. (e.g. pipes have to be clearly signed as irrigation- or drinking waterpost or as pesticide outlet).
- 1.6.1.6 First aid facilities should be available at all operating sites.
- 1.6.1.7 During working hours either transport to the nearest hospital must be guaranteed at any time or permanent medical assistance on site which is able and equipped to deal with acute intoxication.

1.6.2 Progress requirements

- 1.6.2.1 Employees are to be provided free of charge with regular medical care and advice within the place of work at fixed times during working hours. The regular examinations and check-ups shall be carried out by a physician.
- 1.6.2.2 A sample of 10% of all workers in the cultivation, harvesting and finishing sections should be medically examined every year to get an overview of the risk on the job.
- 1.6.2.3 Suitable rest rooms and canteen with cooking facilities are provided for all workers.
- 1.6.2.4 Lockable storage facilities should be available for every worker.
- 1.6.2.5 Changing rooms with sufficient washing facilities and showers must be available.
- 1.6.2.6 A special clean rest room must be provided for pregnant women and nursing mothers, unless no other possibility exists near by the flower farm.

Health and safety in the application of agrochemicals

1.6.3 Minimum requirements

1.6.3.1 Workers handling with agrochemical:

- must be medically examined every 3 months (including cholinesterase-test) by a physician.
- are the only ones to have access to the store

1.6.3.2 All spray operators:

- are not allowed to spray for more than 4 hours per day.
- have to rinse off all equipment after spraying and to wash themselves thoroughly.
- control and change regularly the filters of their respirators. A check-list has to be used for this control.

1.6.3.3 Suitable and properly calibrated spray equipment must be used for the application of pesticides. Equipment must receive regular maintenance and should be cleaned and tested after each application.

1.6.3.4 Dispensing and mixing pesticides and chemicals has to be done in a separate, well-ventilated room or area with accurate and clean measuring equipment. A spill-containment trough not draining to the sewer must be installed.

1.6.3.5 The safety instructions, re-entry intervals and hygiene recommendations should be displayed clearly in a visible place in the workplaces.

2 Economic Development

2.1 Fairtrade Premium

2.1.1 Minimum requirements

2.1.1.1 The workers' representatives are democratically elected, **temporary and seasonal workers participate equally in the election process. The composition of the Joint Body should reflect the gender, cultural and other composition of workforce.**

2.1.1.2 Management and workers' representatives have equal voting rights. **However, the workers' representatives have the right of veto.**

2.1.1.3 Within **2 months of the end of the year**, the Joint Body will present to FLO and the workers an annual report on the use of the premium.

2.2 Export Ability

2.2.1 Minimum requirements

2.2.1.1 The grower proves that he meets current quality export standards, preferably by demonstrating that previously exported products were accepted by importers. **If the growers has no exporting record, samples must have been accepted by a Fairtrade importer.**

3 Environmental Development

3.1 Reduction of the use of Pesticides and Chemicals

3.1.1 Minimum Requirement

3.1.1.1 Post-harvest treatment of the flowers is only permitted with non-toxic chemicals. Silver Thiosulfate is not allowed to be used.

3.1.1.2 Recording and documentation of all applications (pesticides, fertilisers and chemical) must be made, indicating date and time, information on the product used, active ingredient, quantity and dosage rate.

3.1.1.3 Chemical fertilisers should be applied only selectively on the basis of careful observation of the crop together with soil and (periodical) leaf analysis. The input should be optimally adapted to the needs of the plants.

3.1.1.4 Formaldehyde as a disinfectant is not allowed.

3.1.1.5 Pesticides and chemicals must be stored in lockable, well-ventilated rooms which conform to the safety regulations (clean, cool, dry, no drain, fire protection, original containers).

3.1.1.6 A supervisor responsible for the pesticide and chemical store (Store supervisor) has to be nominated. Only authorised personnel should have access to the store who are instructed in handling pesticides and dealing with spillage.

All products and packages must be clearly labelled and stored in the original container.

Highly toxic and inflammable pesticides and chemicals should be stored separately. The inventory, with a record of all incoming and outgoing pesticides and chemicals, must be documented (stock list, inventory records) and continuously updated.

3.1.2 Progress Requirement

- 3.1.2.1 A person in charge for the ICM system (ICM officer) and a substitute must be nominated. They have relevant professional training and capacity to implement and run an ICM system. Their duties are described in a job profile.
- 3.1.2.2 The most appropriate combination of organic, cultural, mechanical and chemical methods shall be used. Organic methods should replace pesticide treatment wherever possible. Pesticides have to be applied only in a selective manner in accordance with the crop damage threshold. Pest or disease incidence and pressure shall be kept low.
- 3.1.2.3 Persistent pesticides (e.g. chlorinated hydrocarbons), soil fumigants and herbicides must be strictly avoided. Highly toxic WHO I - products (CBI/COLEACP negative list (Annex II to ICC) and/or carcinogenic/mutagenic pesticides (EPA A+B, Annex III to ICC) should be replaced wherever possible by lower toxic ones.
- 3.1.2.4 Losses and drainage of the fertilisers through leaching into the soil should be kept at a minimum. Nitrogen and water supply should only cover the flowers' need to growth. Wherever possible, low toxic and biodegradable chemicals have to be used.
- 3.1.2.5 Organic fertiliser and composted organic waste should be used for the improvement and care of the soil in the plantations in order to reduce chemical fertiliser input.

3.2 Environment protection

Sustainable Practice

3.2.1 Minimum Requirements

- 3.2.1.1 A specially appointed and instructed environmental protection officer shall evaluate suggestions for improvements and keep check on compliance with the regulations, in cooperation with the Workers' Representatives.
- 3.2.1.2 Special measures have to be taken to protect drinking water sources, ground water, surface water, rivers, dikes and lakes have to be taken.

3.2.2 Progress Requirement

- 3.2.2.1 A programme has to be elaborated by the company for conserving the environment and the sustainable use of natural resources (water, soil, air). Pollution of soil, water and air with pesticides, fertilisers, chemicals and waste must be avoided wherever possible
- 3.2.2.2 Workers are to be informed on the envisaged measures and instructions, in order to motivate them to assisting implementation thereof.
- 3.2.2.3 Special attention must be given to the protection of the fauna and Flora inside the farm and the surrounding areas.

Water and Energy

3.3.1 Minimum Requirements

- 3.3.1.1 For the supply of irrigation water the company must implement a water management system which minimises water consumption and conserves ground and surface water.
- 3.3.1.2 The consumption of water and energy has to be recorded and documented for the various greenhouses and sectors.

3.3.2 Progress Requirement

- 3.3.2.1 Water irrigation must be done with methods and systems minimising water consumption as far as possible (e.g. drip irrigation, water application direct to the root zone etc.) and by using adequate measuring methods (tensiometers etc.).
- 3.3.2.2 Where possible rain water should be collected in water reservoirs of adequate capacity. The lowering of the ground water level or any other negative effect on the availability and quality of drinking and irrigation water for the surrounding communities and farmers must be avoided.
- 3.3.2.3 The consumption of energy (electricity, heating oil, natural gas) must be kept at a minimum. Wherever possible, renewable energy should be used.

Waste and Pollution Reduction

3.4.1 Minimum Requirements

- 3.4.1.1 Waste and pollution reduction must be given high priority. A proper waste management system for the separation and disposal must be established in the company. Waste disposal must conform to the requirements of the law. Monitoring must be carried out by a properly instructed supervisor.
- 3.4.1.2 Waste of all kinds, especially pesticide, fertiliser and chemical residues, must not be disposed of into the soil, drains and watercourses. Pesticide residues should be diluted (e.g. 1:10) and sprayed under the crops inside the greenhouses. Empty pesticide or chemical containers or drums must be triple rinsed at a safe place before returning to the supplier. If returning is not possible, the containers should be disposed off by incineration or burial, taking all precautions and strictly controlled.
- 3.4.1.3 The re-use of pesticide and chemical containers and drums for drinking water or food storage is strictly prohibited.
- 3.4.1.4 All waste water, especially those contaminated with pesticides and/or chemicals have to be specially **treated (e.g. setting basins, carbon filters, chemical detoxification with sodium-hypochloride NaOCl) before safe disposal in accordance with the law.**

3.4.2 Progress Requirement

- 3.4.2.1 Organic waste, particularly flower waste material, should be composted in an appropriate manner and reused on the farm. It is strictly forbidden to feed animals with pesticide contaminated material (flower foliage etc.)
- 3.4.2.2 Paper, plastic, metal, wood and other waste material are to be separated and wherever possible recycled.
- 3.4.2.3 Air pollution and unpleasant smells due to pesticide or chemical application or incineration in the open air near housings must be strictly avoided.

Environment and Residential Areas

3.5.1 Minimum Requirements

- 3.5.1.1 The company should make efforts to protect the environment and the residential areas inside and surrounding the farm, together with their inhabitants from harmful effects and nuisance.
- 3.5.1.2 A safety distance of not less than 100 metres from the residential areas and houses to the greenhouses or pesticide application areas must be maintained.
- 3.5.1.3 Expansion of the farm, building alterations, supply of water, waste disposal and other environmentally relevant measures must conform with the law and the existing zoning/building masterplan of the regional and/or local authorities.

3.5.2 Progress Requirement

- 3.5.2.1 To protect the surroundings and to encourage wildlife, trees and bushes should be planted especially at the farm's boundaries.
- 3.5.2.2 Within its capacity the company shall support the environmental and infrastructure projects of the local and regional authorities, which improves the situation of the workers (e.g. drinking water supply, roads, afforestation, sewage treatment, transportation, community infrastructure etc.).

PART C Trade Standards for Cut Flowers

1. Chain of supply

Purchases from registered sources: all flowers to be sold with the FLO mark must have been produced by FLO certified flower farms only. Sales of flowers produced outside the growers estate and not FLO certified are prohibited.

2. Long Term and Stable Relationship

Buyers and sellers will procure to establish a long term and stable relationship in which the rights and interest of both parties are mutually respected; to this effect a written letter of intent for a standing order shall be worked out, specifying:

- the volumes and varieties the buyer expects to be bought under Fairtrade conditions for a period not shorter than 6 month.

FLO expects the parties to trade 75 % of the Fairtrade volumes under conditions of such a standing order.

All Fairtrade contracts shall specify at least: minimum and maximum volumes, quality specifications, price and payment conditions.

3. Prices and Premium

- 3.1 The Fairtrade price is set as a contract price and shall be fixed with regard to the expected market developments and in the common interest of a stable price level.
- 3.2 On top of the contract price a Fairtrade Premium shall be paid based on the FOB-value as paid by the importer.
- 3.3 The Fairtrade Premium for single stem flowers from all Fairtrade certified producers is set globally at 12% of FOB-value.
- 3.4 The Fairtrade Premium for bouquet flowers produced in Kenya is set at 8% of FOB value.
- 3.5 The Fairtrade premium shall be paid directly to the account of the Joint Body of certified producer organisations.

4. Information rights and obligations

FLO establishes a system of control of the Flow of goods for Fairtrade flowers, which make certification possible that Fairtrade flowers bought by consumers are actually produced by Fairtrade certified farms, and traded under Fairtrade conditions.

All growers and traders will periodically supply FLO with information about volumes bought and sold.

All trading actors allow FLO to inspect their books.

Appendix 1 Agrochemicals					
Prohibited Pesticides List					
Aug 00					
"Pesticides in WHO class 1 a+b, pesticides in the Pesticide Action Network's "dirty dozen" list and pesticides in FAO/UNEP's					
Prior Informed Consent Procedure list cannot be used.					
Pesticide name	Trade name(s)	Type	WHO class 1a&1b	PAN (Pesticide Action Network "Dirty Dozen"	FAO/UNEP (Prior Informed Consent List - PIC)
A					
Alachlor	Alaclor, Alanex, Lasso, Lazo	Herbicide	class 1a		
Aldicarb	Temik, Ambush 12, Aldicarb	Nematicide, insecticide, acaricide	class 1a	X	
2,4,5-T	2,4,5-T, Weedar, Weedone, Z, Tor-mona, Transamine, Tributon, Trinoxol	Herbicide		X	X
Aldrin	Aldrex, Al-tox		class 1b	X	X
Arseniato de plomo	Arseniato de plomo	Insecticide, fungicide	class 1b		
Azinphos-ethyl	Gusathion K forte, Gutex, Gusathion A	Insecticide, fungicide	class 1b		
Azinphos-methyl	Azimil, Contnion-metil, Gusagrex, Gusathion M, Guthion	Insecticide	class 1b		
B					
Binapacryl	Morocide	Fungicide & acaricide			X
Blasticidin	Bla-S	Fungicide	class 1b		
Brodifacoum	Brodifacoum, Klerat, Klerat Pellet, Rata kill, Rat killer	Rodenticide	class 1a		
Bromadiolone	Lanirat, Musal, Ramortal	Rodenticide	class 1a		
Bromethalin	Bromo-O-Gas, Bromelmetabromo, Dowfume MC2, Mebron, Metabromo, Terr-O-Gas, Uniphos	Multipurpose	class 1a		
Butocarboxim	Drawin, Plant Pin	Insecticide	class 1b		
Butoxycarboxim			class 1b		
C					
2,4-D	Dichlorophenoxyacetic acid, Chepeador, Esteron, Hedonal, Herbazol, U-46 DF-720, 2,4-D Amina 6, 2,4-D Aminacoop 4, Aminamart 720, Cafesa 4, Cafesa 6, Crisamina 720, DMA 4, DMA 6, Erbitox 4, Erbitox 6, Fernoxone, Formula 40, FQ 4, FQ 6, Malexon 4D, Malexon 6D, Superior 4, Superior 6, Davinil 4, Davinil 6, Sacs 2,4-D, Hormonil, Rimaxil 48, RPA 2,4-D, Dicopur fluid, Expro 2,4-D, Fenoxal 720, Marman 24 de 4, Expro D 4, Expro D-6, Fenoxal, Actril DS, Banvel D, Weedmaster, Fenoxal ES, Formonal, Gesapax, Kuron, Turdon	Herbicide	class II	X	
Cadusafos	Rugby, Apache, Taredam	Nematicide, insecticide	class 1b		
Calcium cyanide [C]			class 1a		
Calcium arsenate			class 1b		
Camphechlor				X	X
Captafol	Cristofolatan, Difolatan, Ditafof, Difosan, Fitocap, Folcid, Haipen, Kenofol, Marpafol, Sanseal, Pillartan	Fungicide & acaricide	class 1a		X
Carbofuran	Furadan, Carbofuran, Curater, Crysufuran, Curator, Furacide, Pillarufuran, Rimafuran, Carbugran	Nematicide, insecticide & acaricide	class 1b		
Carbofention	Trithion, Degadip, Garrathion, Nephocarb	Insecticide & acaricide	class 1b		
Chlorfenvinphos	Estelaron, Apachlor, Birlane, Haptarax, Sedanox, Steladone, Supone	Insecticide, acaricide	class 1b		
3-Chloro-1,2-			class 1b		

propanediol					
Chlorethoxyfos			class 1a		
			hazardous with skin contact		
Chlordane	Chlordane, Chloro-tox, Niran, Versicol, Clordano, Comejenol, Octachlor, Formidane, Sydane	Insecticide	Class II	X	X
Chlordimeform	Bermat, Fundal, Fundex, Galecrom, Spanone	Insecticide, acaricide	Class II	X	X
Chlorobenzilate					X
Chlormephos			class 1a		
Chlorophacinone	Drat, Quick, Ramucide, Rattidion, Tom cat	Rodenticide	class 1a		
Coumatetralyl	Racumin	Rodenticide	class 1b		
Coumaphos	Asuntol, Co-Ral, Perizin	Insecticide	class 1a		
D					
DBCP	Dibromochloropropane, Fumazone, Nemanaz, Nematocide, Nemagon, Nemanax, Nemaset	Nematicide		X	
DDT	Gesapon, Diameka, Digmar, Hildit	Insecticide		X	X
Demafion	Pyracide, Atlasetox	Insecticide	class 1a		
Demeton-S-methyl	Systox, Metasystox i, Metasystox 55	Insecticide, acaricida	class 1b		
Dichlorvos	Cypona, Detmolin, Devicol, Duravos, Nogos, Nuvanex, Phosvit, Unifos, Unitox, Atla, DDVP, Dedevap, Denkavepon, Divipan, Nuvan, Oko, Vapona, Fluid	Insecticide & acaricida	class 1b		
Dicrotophos	Bidrin, Carbicron	Insecticide	class 1b		
Dieldrin	Alvit, Dieldrin, Dieldrex, Dieldrite	Insecticide	class 1b	X	X
Difenacoum	Ratak	Rodenticide	class 1a		
Difethialone	Rodilon	Rodenticide	class 1a		
Diphacinone	Matex, Matex Rodenticida, Ramix Pellet, Raticin	Rodenticide	class 1a		
Dimefox	Dimefox, Pestrox XIV	Insecticide, acaricide	class 1a		
Dinoseb and dinoseb salts	Dynamite, Subitex, Nitropone, Gebutox, Dinitro, Caldon, Premerge	Herbicide			
Dinoterb	Nixone, Herbogil	Herbicide	class 1b		
Disulfoton	Disyston, Solvirex, Dithiosystox, Frumin AL, Ekatin TD, Disyston BA, Disyston R, Disyston O, Doubledown, Ekanon, Knave, Ethimeton, Twinspan	Insecticide, acaricide	class 1a		
DNOC	Nitrador, Trifocide, Extar A, Sandolin A	Insecticide, acaricide, herbicide, fungicide	class 1b		
E					
EDB (1,2-dibromoethane)	Bromofume, Celmide, Nephis, Soulbrom, Nematosol, Granosan, Granovil 75, Edasol, Edabrom EC			X	X
Edifenphos	Hinosan	Fungicide	class 1b		
EPN	Asantox, EPN	Insecticide, acaricide	class 1a		
Endosulfan					
Endrin	Endrex, Hexadrin, Nendrin, Endrin	Insecticide	class 1b	X	
Esciliroside	Red squill, Silmine, Silmurin	Rodenticide	class 1a		
Ethoprophos	Mocap, Ethoprop, etoprop	Nematicide, insecticide	class 1a		
F					
Famphur			class 1b		
Fenamiphos	Nemacur	Nematicide	class 1a		
Fensulfotion	Dasonit	Insecticide	class 1a		
Flucythrinate	Cybolt, Cytrin, Pay-Off	Insecticide	class 1b		
Flocoumafen	Storm, Stratagem	Rodenticide	class 1a		
Fluoroacetamide			class 1b		X
Fonofos	Cudgel, Dyfonate, Fonofos	Insecticide	class 1a		
Formetanate	Carzol, Dicarsol	Insecticide	class 1b		
Fosfamidon	Dimecron, Phosron	Insecticide, acaricide	class 1a		
Fosfolan	Cylan, Cyolane, Cyolan, Cylane	Insecticide	class 1a		
Furathiocarb	Promet	Insecticide	class 1b		
H					
Hexachlorobenzene	Anti-carie, Hexachlorobenzol	Fungicide	class 1a		
HCH/BHC - (mixed	Gamma-Col, Gammalin,			X	X

isomers)	Gammexane, Hexamil, Dolmix, Benzex				
Heptachlor	Clorahep, Heptacloro, Heptagran, Heptamul, Heptox, Velsicol 104, Termid, Drinox	Insecticide		X	X
Heptenophos			class 1b		
I					
Isazofos	Isazofos, Miral	Nematicide	class 1b		
Isofenphos	Amaze, Oftanol, Pryfon	Insecticide	class 1b		
L					
Lead arsenate	Arsenato de plomo	Fungicide, insecticide	class 1b		
Leptophos	MBCP, Phosvel, Abar	Insecticide	class 1a		
Lindane	Lindamul, Inexit, Silvanol, Gamma-DHC, Lidano, Matacresa	Insecticide	class II	X	X
M					
Methamidophos - <i>soluble liquid formulation soft the substance that exceed 600g active ingredient/l)</i>			class 1b		X -severly hazardous
					pesticide formulation
Mefosolan	Cytrolane	Insecticide, acaricide	class 1a		
Mecarbam	Pestam, Murfotox	Insecticide, acaricide	class 1b		
Mercuric oXide			class 1b		
Mercury compounds - <i>incl. Inorganic mercury cpds., alkyl mercury cpds., mercury cpds., and alkyloxylalkyl and aryl mercury cpds.</i>					X
Mercuric chloride			class 1a		
Metamidodofos	Amidor, Crysmaron, Damason, Formutor, Hquimotor, Medofos, Mega, Metafos, Metafox, Metamidofos, Monitor, MTD, Pillaron, Tamaron	Insecticide, acaricide	class 1b		
Methidathion	Supracid, Suprathion, Ultracide	Insecticide, acaricide	class 1b		
Methorhnyl	Baboxin MX, Lannate, Metomil, Pillarmate, Methavin, Hudrin, Metomyl, Methomyl, Methomex	Insecticide, acaricide	class 1b		
Monobromomethane	Methyl-Bromide, Haltox, Bromo-O-Gas, Bromelmetabromo, Dowfume MC2, Mebron, Metabromo, Terr-O-Gas, Uniphos, Metabromo	Fungicide	class 1b		
Methyl parathion	Agrometil, Bellotin, Biedol, Folidol M, Invertox, Metacide, Metil paration, Penncap M, Folitox, Insecfos, Metacide, Folidol Ultra, Folipolvo, Parafos, Parathion metillico, Metagran, Lirothion, Insectos, Fosmetile, Paratox, Verflor	Insecticide, acaricide	class 1a	X	X - serverely hazardous
					pesticide formulation
Mevinphos	Duraphos, Gesfid, Mevidrin, Phosdrin	Insecticide, acaricide	class 1a		
Monocrotophos	Aimocron, Apadrin, Azodrin, Crotonox, Formudrin, K-drin, Hilcron, Marmaphos, Monocron, Monodrin, Novaphos, Nuvacron, Pillardrin, Shevamoncron, Vanuccop, Monocil 40, Nuevacron, Bilobran, Crisodrin	Insecticide, acaricide	class 1b		X - serverely hazardous
					pesticide formulation
N					
Nicotine	Black Leaf 40	Insecticide	class 1b		
O					
Omethoate	Folimata	Insecticide, acaricide	class 1b		
Oxamyl	Formunox, Oxamil, Vidate, Vydate	Nematicide, insecticide, acaricide	class 1b		
Oxydemeton-methyl	Metasystox R, Oxidemeton Metil	Insecticide, acaricide	class 1b		
P					
Parathion	Bladan, Ethyl parathion, Niran, Thiophos, Folidol, Fosferno, Tamaron, Etilon, Gemafos	Insecticide, acaricide	class 1a	X	X - serverely hazardous
					pesticide formulation
Parathion-methyl (see "Methyl parathion")			class 1a	X	X
Paraquat	Talent, Gramaxone, Gramocil, Gramonol, Agroquat, Atila,	Herbicide	class II	X	X

	Cafesaquat, Casuku, Chepeador, Daviquat, Escopeta, Exprone, Fedexone, Formuquat, Fuego, Gesapax, Gramecoop, Graminex, Gramurón, Herbiquat, Herboxone, Herquat, Inverquat, Kayquat, K-quat, Malexon, Pillarxone, Quatzone, Radex D, Seraxone, Serquat, Ultragrass, Gramuron				
Paris green			class 1b		
pentachlorophenol	Block Penta, Chem-Tol, PCP, Penchloral, Dowicide EC7, Dowicide G, Dirottox, Fungifen, Santobrite, Vitamadera, Pentacon, Penwar, Penchlorol, Soinituho	Insecticide, herbicide, fungicide	class 1b	X	
Phenylmercury acetate			class 1a		
Phorate	Fostion	Insecticide, herbicide, fungicide	class 1a		
Phosphamidon	Dimecron, Phosron, Phosphamidon, Pillarcon	Insecticide, herbicide, fungicide	class 1a		X - serverely hazardous
					pesticide formulation
Pirimiphos-ethyl	Primicid	Insecticide	class 1b		
Propaphos			class 1b		
Propetamphos			class 1b		
S					
Sodium fluoroacetate	Floracid	Insecticide	class 1a		
Sodium arsenite			class 1b		
Sodium cyanide			class 1b		
Strychnine			class 1b		
Sulfotep	Bladafume, Kilmite	Insecticide, herbicide, fungicide	class 1a		
T					
Tebupirimfos			class 1a		
					hazardous by skin contact
Toxaphene (see "camphechlor")	Toxon, Campophene	Insecticide		X	X
Tefluthrin	Force 20 CS	Insecticide	class 1b		
Terbufos	Agrofos, Biosban, Counter, Forater, K-Fos, Marmafos, Pillarfox, Rimafos, Terbuter, Terbugran, Terrafox, Yuenfa	Nematicide, insecticide	class 1a		
Thallium sulfate	Ratox, Zelio Pasta	Rodenticide	class 1b		
Thiofanox			class 1b		
Thiometon	Ekatín, Thiotox	Insecticide	class 1b		
Triazophos	Hostation, hostathion	Insecticide, acaricide, nematicide	class 1b		
V					
Vamidothion	Kilval, Vamidoate	Nematicide, insecticide	class 1b		
W					
Warfarin	Hawk, Rat control pellets, Warfarina concentrado	Rodenticide	class 1b		
Z			class 1b		
Zeta-cypermethrin 1b			class 1b		
Zinc phosphide 1b	Fosforo de Zinc, Phosvin	Rodenticide	class 1b		