



# Fairtrade Standard for Flowers and Plants

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**Applies to:** Hired labour organizations and traders

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For further information and standards downloads:

[www.fairtrade.net/standards.html](http://www.fairtrade.net/standards.html)



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## Introduction

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### How to use this Standard

The Fairtrade Standard for Flowers and Plants covers the requirements which are specific to producers and traders.

Fairtrade flower and plant companies must comply both with the Fairtrade Standard for Hired Labour and the Fairtrade Standard for Flowers and Plants. For companies this standard complements, and should be read together with, the Fairtrade Standard for Hired Labour.

Fairtrade flower and plant traders must comply with both the Fairtrade Trader Standard and Fairtrade Standard for Flowers and Plants. For traders this standard complements, and should be read together with, the Fairtrade Trader Standard.

In cases where this standard differs from the Fairtrade Standard for Hired Labour or the Fairtrade Trader Standard on the same topic, the requirements presented in this standard apply.

### Product description

This standard covers the purchase and sale of Fairtrade flowers and plants. Fairtrade flowers and plants are cultivated in greenhouses or in the open field on plantations.

This standard also covers secondary products and their derivatives. A secondary product can be a by-product, a co-product or a residue produced in the country of origin.

The definition of secondary products is included in the [Fairtrade Trader Standard](#). An explanatory note for secondary products and a non-exhaustive list of products fitting in the secondary products definition is available on the [Fairtrade International website](#).

### The Fairtrade Flowers and Plants Standard apply to the following product groups:

**Fairtrade cut flowers** include flower buds and fresh flowers harvested for decorative purposes. They do not include the roots, fruit or soil that may be associated with cut flowers. Fairtrade cut flowers may be fresh, dried, dyed, bleached, impregnated or otherwise prepared.

**Fairtrade fillers** include leaves, twigs, branches and other decorative material from plants. Fairtrade fillers can be used as a decorative supplement in a bouquet/flower arrangement. Fairtrade fillers may be fresh, dried, dyed, bleached, impregnated or otherwise prepared.

**Fairtrade plants** include pot plants and bedding plants, which are cultivated for decorative purposes and maintained as live plants and sold to the end consumer with roots. Fairtrade plants can only be traded at a finished stage (ready-to-be-sold).

**Fairtrade bulbs** (includes tubers, tuberous roots, corms, crowns and rhizomes) can also be considered as Fairtrade plants, if sold to the consumer as the consumer-ready product.

**Fairtrade young plant material** is plant material or plants which are produced by Fairtrade producer organizations, further grown to a finished size in the importing/consumer country by Fairtrade traders, and sold to consumers **as plants**. The time taken to produce the young plant material (propagate and



grow mother plants) is longer than the time taken for growing the plants from the young plant material stage to the finished stage. Fairtrade young plant material includes:

- Young plants
- Plant cuttings (rooted and unrooted)
- Canes

## Chapters

The Fairtrade Standard for Flowers and Plants has five chapters: General Requirements and Commitment to Fairtrade, Social Development, Labour Conditions, Environmental Development and Trade.

## Structure

In each chapter and section of the standard you will find:

The **intent** which introduces and describes the objective and defines the scope of application of that chapter or section;

The **requirements** which specify the rules that you must adhere to. You will be audited according to these requirements; and

The **guidance** provided to help you to interpret the requirements. The guidance offers best practices, suggestions and examples of how to comply with the requirement. It also gives you further explanation on the requirement with the rationale and/or intention behind the requirement. You will not be audited against guidance.

## Requirements

In this standard you will find two types of requirement:

•**Core requirements** which reflect Fairtrade principles and must be complied with. These are indicated with the term 'Core' found in the column on the left throughout the standard.

•**Development requirements** which refer to the continuous improvements that you must make on average against a scoring system (also defining the minimum average thresholds) defined by the certification body. These are indicated with the term 'Dev' found in the column on the left throughout the Standard.

## Scope

This standard applies to all Fairtrade flower and plant producers and all companies that buy and sell Fairtrade flowers and plants. All operators taking ownership of Fairtrade certified products and/or handling the Price and Fairtrade Premium are audited and certified.

Different requirements apply to different companies depending on their role in the supply chain. You can find if a requirement is applicable to you in the column "**Applies to**".



## Application

This version of the Fairtrade Standard for Flowers and Plants was published on **15 April 2017**. This version supersedes all previous versions and includes new and changed requirements. New and amended requirements are identified in this standard by the word “**NEW**”. The following transition periods apply:

- Requirements marked **NEW APRIL 2017** : applicable from 15 April 2017
- Requirements marked **NEW OCTOBER 2017** : applicable from 1 October 2017
- Requirement marked **NEW 2018** : applicable from 1 January 2018

## Definitions

**Base wage rate** is the minimum fixed amount of money which a worker is entitled to be paid by his/her employer. It excludes the additional benefits like bonuses, allowances, or any such compensation.

**Bunches** are a pre-packaged group of the same kind of cut flowers or cut foliage gathered closely together.

**Bouquet** is an ornamental arrangement composed of cut flowers (of the same or of different kinds) with or without fillers (also called greens or cut foliage).

**Company** refers to the Hired Labour operator certified to sell flowers and plants as Fairtrade.

**Gender analysis** is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other.

**Kind** (of flower or filler) refers to the species (for example *Gypsophila paniculata*) or to the commercial variety (for example Standard or Spray Carnations) where there are several commercial varieties belonging to the same species. Where necessary, this will be specified in relevant Fairtrade documents.

**Plants** may be sold by the piece or in packages in the destination country.

**Purchasing Power Parity (PPP)** are the rates of currency conversion that equalize the purchasing power of different currencies by eliminating the differences in price levels between countries.

**Single stem cut flowers** are cut flowers that are sold to the end consumers per piece.

**Stem** is a unit of cut flower or cut foliage

**Workers** are defined as all workers including migrant, temporary, seasonal, sub-contracted and permanent workers. ‘Workers’ is not limited to field workers but includes all hired labour personnel, such as employees working in the company’s administration. The term is restricted to personnel that can be unionised and therefore normally excludes middle and senior management. However, in Kenya, workers also include non-unionisable personal that is non-managerial personnel, meaning staff without the right to make decisions affecting the livelihood of other staff including the right to hire, fire, formally discipline, promote and determine wages.

For a comprehensive list of definitions see the [Fairtrade Standard for Hired Labour](#).



## Monitoring of changes

Fairtrade International may change Fairtrade standards as explained in Fairtrade International's Standard Operating Procedures, see ([www.fairtrade.net/standards/setting-the-standards.html](http://www.fairtrade.net/standards/setting-the-standards.html)). Fairtrade Standard requirements can be added, deleted, or changed. If you are Fairtrade certified, you are required to check the Fairtrade International website regularly for changes to the standards.

Fairtrade certification ensures that you comply with Fairtrade Standards. Changes to Fairtrade Standards may change the requirements of Fairtrade Certification. If you wish to be or are already Fairtrade certified, you are required to check the compliance criteria and certification policies on the certification body's website regularly at [www.flo-cert.net](http://www.flo-cert.net).

## Change history

Version number	Date of publication	Changes
01.05.2011_v1.0	01.05.2011	New Standards Framework formatting
01.05.2011_v1.1	20.03.2013	Reorganization of requirements according to New Standards Framework Inclusion of change history Bouquet composition rules
01.05.2011_v1.2	01.06.2014	Updated reorganization of requirements and terminology according to NSF and revised Hired Labour Standard v. 15.01.2014_v.1.0
01.05.2011_v1.3	31.10.2014	Scope expansion to include young plant material: Inclusion of prohibited materials list requirements Limitation of the use of peat in growing media
01.05.2011_v1.3	16.12.2015	Timeline for revision of the PML Red and Amber lists extended to 2016. Date of application of Derogations for pesticides also extended to 2016.
15.04.2017_v1.0	15.04.2017	Full review of the standard, alignment with the Hired Labour and Trader Standard.  New requirements on floor wages, compulsory premium reporting, revision of the definition of workers to include supervisors in countries where supervisors are not unionisable, additional requirements on prevention of sexual harassment and gender equality, definition of walking distance, simplifying pay slips, efficient water use, bouquet composition pilot project as a permanent requirement, revision of the product description and extension of payment timelines.  Addition of definition section, simplification of wording, reorganization of requirements, deletion of redundancies, added or improved guidance, new standard design.



# 1. General Requirements

**Intent:** To provide the necessary framework for effective implementation of the Standard.

## 1.1 Certification

### 1.1.1 **NEW OCTOBER 2017** Self-assessment of management in implementing Fairtrade

**Applies to:** Companies

<b>Core</b>	The management <b>regularly self- assesses</b> its effectiveness in implementing Fairtrade and seeks external support in case the implementation of Fairtrade is not effective.
<b>Year 0</b>	The method, findings and recommendations of the self-assessment need to be documented and made available to the certification body.

**Guidance:** To determine the company's strengths and weaknesses in implementing Fairtrade, the management evaluates how successful the company has been in creating and ensuring the necessary formal and structural environment for efficient and effective work of the Fairtrade Premium Committee (FPC), the elected workers representatives and other forms of worker's representatives. Particular attention should be given to the participation of women in these groups. The management delegates responsible for carrying out tasks specified in Fairtrade Standards (e.g. Fairtrade Officer, Health and Safety Officer). Evaluation criteria include performance of management in facilitating the FPC and other committees representing workers with the necessary resources, advice and guidance, and in taking the necessary responsibilities (e.g. knowledge transfer, support and advice to elected workers representatives, second signature for Premium spending). Importantly, the first task of the management in supporting the FPC is expected to take place in the pre-certification phase as stated in the Hired Labour (HL) Standard requirement 2.2.3.

The first self-assessment by the management should be carried out, with or without external support, before or soon after certification. This will be an assessment on how to integrate Fairtrade with the company's Corporate Social Responsibility programme. The first assessment should at least identify and evaluate:

- The levels of awareness among management and workers on the Fairtrade Standards and their implementation
- The company's capacities to integrate Fairtrade especially involves the Fairtrade Officer (HL 1.2.1)
- The allocation of resources (e.g. human, company finances) for implementing Fairtrade (HL 1.2.3)

The assessment should come out with clear needs and plans to bridge the gaps.

Over time, the management should be able to conduct a more comprehensive self-assessment that covers all responsibilities of the management as defined in the Fairtrade Standards, and that identifies the company's strengths and weaknesses in carrying out its defined tasks.

The management should seek appropriate external support in case the results of the self-assessment demonstrate that the company is not yet able to effectively implement Fairtrade.

The focus of external support depends on the outcome of the self-assessment, but typically covers capacity building and empowerment of workers and their representatives .It also includes advising and exchanging information on best practice of the relevant management staff on how to implement Fairtrade.



## 1.2 Other Product Requirements

### 1.2.1 NEW APRIL 2017 Flower bouquet composition

<b>Applies to:</b> Companies and Traders	
<b>Core</b>	You ensure that <b>all the flowers and plants</b> to be sold as Fairtrade are Fairtrade certified. For bouquets, you ensure they contain as many Fairtrade fillers and flowers as available. Non-certified flowers and fillers which are not available as Fairtrade can be included in a Fairtrade bouquet <b>not exceeding 50%</b> of the total number of stems.
<b>Year 0</b>	
<b>Guidance:</b> It is recommended that non-Fairtrade flowers should be locally sourced	

# 2. Social Development

**Intent:** To lay the foundations for producer empowerment and development to take place.

## 2.1 Management of the Fairtrade Premium

### 2.1.1 NEW OCTOBER 2017 Self-assessment of Fairtrade Premium Committee

<b>Applies to:</b> Companies	
<b>Core</b>	The FPC <b>regularly self-assesses</b> 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. The method, findings and recommendations of the self-assessment are documented and made available to the certification body.
<b>Year 1</b>	
<b>Guidance:</b> To determine the effectiveness of the FPC, the FPC has to evaluate how successful it has been: <ul style="list-style-type: none"> <li>In creating and ensuring the application of the rules and procedures concerning FPCs as defined in the Fairtrade Standard requirements on economic development and the FPC guidance document, and;</li> <li>In defining and executing the roles and responsibilities for transparent, participatory, democratic and effective work of the FPC.</li> </ul> <p>The self- assessment of the FPC is carried out by management and workers' representatives of the FPC in consultation with workers. This assessment may need to be complemented by an external financial assessment when high Fairtrade Premium volumes are generated or expended.</p> <p>As the need for external support could be very high in the first year of certification, the FPC carries out a self-assessment immediately after certification and takes the necessary actions to ensure external support when needed. The first self-assessment should at least identify and evaluate:</p> <ul style="list-style-type: none"> <li>The levels of awareness among FPC members of Fairtrade Standards and the FPC guidance document;</li> <li>The decision making capacities (participatory, democratic, transparent, effective);</li> <li>Capacities to manage and plan Premium projects;</li> <li>Accounting capacities;</li> <li>Capacities to manage meetings (e.g. record keeping, time planning, minutes taking, and communicating outcomes to</li> </ul>	





workers).

The assessment should come out with clear needs and plans to bridge the gaps, including a gender analysis. Over time, the FPC should be able to conduct a more comprehensive self-assessment that covers all responsibilities of the FPC as defined in the Fairtrade Standards and FPC guidance document and that identifies the FPC’s strengths and weaknesses in carrying out its defined tasks.

Importantly, the regular self-assessment of the FPC builds upon the basic training for FPCs which the management is expected to have organized during the pre-certification phase as stated in Hired Labour Standard requirement 2.2.3.

The FPC should seek external support in case the results of the self-assessment demonstrate that the FPC is not yet able to effectively carry out all its tasks as described in the Fairtrade Standards and FPC guidance document. The focus of external support depends on the outcome of the self-assessment, but typically covers:

- Coaching and advising on best practice regarding responsibilities and procedures;
- Capacity building and empowerment of workers and their representatives;
- Sustainable and effective use of the Premium for the community
- Risk management regarding the Premium use.

The Fairtrade Premium Committee may consider whether part of the Premium fund should be used to pay for external support, if it is not otherwise available. Guidance should be sought from the relevant Producer Networks (PNs) about sources of such support.

### 2.1.2 NEW 2018 Premium reporting

<b>Applies to:</b> Companies	
<b>Core</b>	You report <b>at least once a year</b> on the use of Fairtrade Premium using the following indicators:
<b>Year 0</b>	<ul style="list-style-type: none"> <li>• Name and description of project (purpose and objectives; project partners)</li> <li>• Target group(s) (e.g. men-women or all members of cooperative, migrant workers, family members, community)</li> <li>• Estimated number of beneficiaries within each target group</li> <li>• Project budget (total / annual)</li> <li>• Project start and end date</li> <li>• Date of approval of project and who approved it</li> </ul> <p>You send this information to <a href="mailto:flowers@fairtrade.net">flowers@fairtrade.net</a></p>
<p><b>Guidance:</b> Monitoring premium reporting makes premium the use of premium more efficient and improves information on impact. In addition, this information provides key data to the market.</p> <p>A reporting template is provided in <a href="#">Annex 1</a> in the standard. You can use this template or use your own material, as long as you provide all the necessary information.</p>	



# 3. Labour Conditions

**Intent:** To ensure decent working conditions.

## 3.1 Freedom from Discrimination

### 3.1.1 Termination of contract during pregnancy

<b>Applies to:</b> Companies	
<b>Core</b>	Your company does not terminate the employment of a woman during her pregnancy or maternity leave, except on the grounds unrelated to the pregnancy or birth of the child and its consequence of nursing.
<b>Year 0</b>	
<p><b>Guidance:</b> This requirement complements requirement 3.5.16 in the HL standard.</p> <p>The burden of proof that the reasons for termination of employment are unrelated to pregnancy, birth or nursing rests with the employer.</p> <p>To avert discrimination, the employer guarantees that pregnant women keep the same position after they return from maternity leave.</p> <p>To replace maternity leave or parts of it, by financial offers is not permitted.</p>	

### 3.1.2 **NEW 2018** Training against sexual harassment

<b>Applies to:</b> Companies	
<b>Core</b>	Your company establishes and implements a policy that clearly prohibits sexual harassment. Your company trains workers and management on this policy and its contents. Records are kept of these training activities indicating information on topics, time, duration, names of attendees and trainers.
<b>Year 0</b>	
<p><b>Guidance:</b> This requirement complements requirement 3.1.6 in the HL standard.</p>	

## 3.2 Conditions of Employment

### 3.2.1 **NEW April 2017** Floor wages

<b>Applies to:</b> Companies	
<b>Core</b>	Your company ensures that <b>base</b> wages paid do not fall below the global poverty line of <b>\$1.90/day Purchasing Power Parity (PPP)</b> set by the World Bank noting that this amount could increase depending on the world bank adjustments.
<b>Year 1</b>	
<p>The floor wage relates <b>only</b> to the <b>base wage</b>. In-kind and monetary benefits are not considered.</p> <p>You ensure that no benefits have been worsened /reduced after the introduction of this</p>	



requirement except when formally agreed with a trade union.

**Guidance:** The PPP rates reflect the real wages that have been adjusted for inflation. To calculate the wages using the (\$1.90/day PPP) in real terms use the formula: **PPP rate private consumption for the given year x 1.90 x 30 (days/month) x typical number of family members/ workers per family.**

The PPP rate for private consumption are updated by the world bank on a regular basis and can be found here: (<http://data.worldbank.org/indicator/PA.NUS.PRVT.PP>)

Companies currently in the system will be given the following transition period to comply with this requirement::

April 2018: Comply with 85 of the 1.90\$ PPP / day  
 April 2019: Comply with 100% of the 1.90 \$ PPP / day

All new companies joining Fairtrade on or after the publication of this standard will need to comply with the requirement by year 0 without any transition period.

### 3.2.2 Annual paid leave

**Applies to:** Companies

<b>Core</b>	Your company grants workers <b>at least 3 weeks</b> of paid leave per year at minimum based on <a href="#">ILO convention C132</a> , not including sick and casual leave.
<b>Year 0</b>	

**Guidance:** Week means 'calendar week'. After two consecutive months of service, every employee (regardless of nature of contract) is entitled to annual leave of not less than 3 weeks per annum pro-rata to the duration of the contract.

### 3.2.3 **NEW 2018** Regular and documented payments to workers

**Applies to:** Companies

<b>Core</b>	Your company makes payments to workers at regularly scheduled intervals in a convenient way for workers, and documents the payments with a clear and understandable payslip containing all necessary information.
<b>Year 0</b>	

**Guidance:** If not otherwise desired by the workers, the company should pay directly into the bank account of workers. Otherwise payments are made in cash.

### 3.2.4 Social security

**Applies to:** Companies

<b>Core</b>	Your company provides legal social security for all workers, covering at least invalidity and injury at work, occupational illness, maternity and old-age benefit.
<b>Year 0</b>	



### 3.2.5 NEW OCTOBER 2017 Workers housing

<b>Applies to:</b> Companies	
<b>Core</b>	Your company ensures that workers receive housing or have access to transportation free of charge where housing and infrastructure are not available in sufficient quantity and quality.
<b>Year 3</b>	
<p><b>Guidance:</b> This requirement complements requirement 3.5.28 in the HL standard.</p> <p>If workers live outside walking distance from the plantation (<b>more than 5 kilometres each way</b>) and there is not sufficient adequate housing available, transport to and from the workplace should be provided by the company free of charge.</p> <p>As an alternative, a transport allowance may be paid. The transport allowance must cover the real transportation cost in public transport. If transport is provided, vehicles used must be roadworthy and suitable for passengers, the drivers must be qualified and experienced, and vehicles must not be overloaded.</p>	

## 3.3 Occupational Health and Safety

**Intent:** To prevent work-related accidents by minimizing hazards in the work place.

### 3.3.1 Monitoring health of workers working with hazardous material

<b>Applies to:</b> Companies	
<b>Core</b>	You provide medical examinations <b>every 3 months</b> to workers engaged in handling any potentially hazardous material at the employer’s expense) and the results are communicated to the worker in an understandable form. The company does not allow the person to work with hazardous material if a doctor concludes on the basis of the medical examinations, that the health of the worker would be impaired if the worker continued working with the hazardous materials.
<b>Year 0</b>	
<p><b>Guidance:</b> This standard complements requirements 3.6.20 and 3.6.21 in the HL standard.</p> <p>A documented medical examination program should be in place. Cholinesterase tests are useful only as long as carbamates or organophosphates are being used on the farm or if there is any possibility that workers are being exposed to them.</p>	

### 3.3.2 Monitoring health of a representative group of workers

<b>Applies to:</b> Companies	
<b>Core</b>	Your company ensures that <b>every year</b> a representative group of workers in the cultivation, harvesting and finishing sections is medically examined by a doctor.
<b>Year 0</b>	
<p><b>Guidance:</b> This standard complements requirement HL 3.6.2and 3.6.28 in the HL standard. An appropriate testing regime is in place to produce an overview of the risks on the job (e.g. a random sample of 10% of all workers is medically examined every</p>	



year). The analysis of the examinations is documented. If the results of the medical examinations indicate an increase of health risks due to certain work conditions the doctor needs to inform the H&S Officer and management team about the situation. Subsequently, the H&S policy should be reviewed and all necessary actions taken to improve the situation. All steps that are taken have to be properly documented.

### 3.3.3 Medical conditions requiring actions to safeguard the health of employee

**Applies to:** Companies

<b>Core</b>	You report and act upon medical conditions that require actions to safeguard the health of an employee, with the permission of the employee.
<b>Year 0</b>	

**Guidance:** The general rule is that individual medical records are held confidentially and when medical data is reported to the employer that this is done in an anonymous way.

The employer needs to be informed of a medical condition of an employee if the condition can either be aggravated by the job to be performed or if H&S risks in the workplace (e.g. the likelihood of an accident) would increase if the job were to be carried out by the employee with the medical condition.

A medical report that is specific to the employee should be given to the employer in case redeployment, treatment, compensation or another action in respect of an individual employee is needed.

If an employee refuses permission for the information to be passed to the employer, it needs to be made clear to the employee and the inspector that no employer action is expected.

If a more general action is required (e.g. change to working practices), the employer needs to receive anonymous medical information.

### 3.3.4 Treatment and compensation

**Applies to:** Companies

<b>Core</b>	If the worker is suffering from a work-related illness or injury, you ensure that the worker receives the appropriate treatment and compensation.
<b>Year 0</b>	

**Guidance:** Where employees are found to be suffering health problems resulting from their work, they should be:

- redeployed to more suitable work where possible or / and;
- compensated according to the law or CBA; or / and;
- examined and treated appropriately by a medical practitioner at the employer's expense for as long as the condition persists



### 3.3.5 Training on occupational health and safety

<b>Applies to:</b> Companies	
<b>Core</b>	You consult, inform, and train workers and their representatives on health and safety matters. Information and training courses are held periodically (at least every 12 months).
<b>Year 0</b>	
<p><b>Guidance:</b> This requirement complements requirements 3.6.5 – 3.6.7 in the HL standard</p> <p>Special attention should be given to female workers to inform them of the reproductive health risks of hazardous materials and the possible effects during pregnancy.</p>	

### 3.3.6 Evacuation in case of danger

<b>Applies to:</b> Companies	
<b>Core</b>	You respect the right of workers to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health and to inform their supervisors immediately. Workers shall not be placed at any disadvantage as a result of these actions (ILO convention 184).
<b>Year 0</b>	

### 3.3.7 Protection of children of workers against hazardous material

<b>Applies to:</b> Companies	
<b>Core</b>	You undertake proper measures to ensure that children of workers are not exposed to hazardous materials.
<b>Year 0</b>	
<p><b>Guidance:</b> This standard complements requirements 2.2.8 – 2.2.10 in the HL standard.</p> <p>Children should not be allowed in places where there is a risk of exposure to hazardous materials.</p> <p>To ensure workers do not bring children at the workplace, the employer organizes crèche facilities.</p>	

### 3.3.8 Providing workers with appropriate tools

<b>Applies to:</b> Companies	
<b>Core</b>	You provide proper tools and suitable work clothes for all workers appropriate to their tasks, and replace them regularly free of charge.
<b>Year 0</b>	



**Guidance:** This standard complements requirement 3.6.24 in the HL.

Old and inappropriate tools, including cutting tools, can damage the health of workers. The company ensures that work-related illnesses due to inappropriate tools, and lack of training in the proper handling of tools, are prevented.

In order to safeguard the workers' health, the employer should provide two sets of uniforms to all workers.

Special attention needs to be given to appropriateness of tools and clothing/working shoes for workers, especially people with disabilities and pregnant women.

### 3.3.9 Protection from contamination with pesticides

**Applies to:** Companies

**Core**

You protect workers from contamination with pesticides. Pesticide application in greenhouses is strictly forbidden as long as unprotected workers are inside.

**Year 0**

Spraying will not take place if unprotected workers in a neighbouring greenhouse or outside are or will be exposed to drifting pesticides.

**Guidance:** When spraying takes place it needs to be clearly and visibly indicated. Where possible physical barriers should be in place to ensure workers do not enter greenhouses by mistake when spraying is taking place.

Warning signs are required at each entrance of the areas sprayed, indicating the time and date when entry is safe.

Local language(s) and pictographs should be used. The certifying body establishes regulations for pesticide application in limited areas of large greenhouses.

### 3.3.10 Access to sufficient healthy food

**Applies to:** Companies

**Core**

You ensure that workers and their families receive or have access to sufficient healthy food in case shops and canteens are not available.

**Year 0**

If workers bring their own food, storage facilities for food and drinks strictly separated from the working area will be provided by the company. To avoid health risks, eating in working areas is prohibited.

**Guidance:** Special subsidies for the food supply of the workers are encouraged. Where food is served in a canteen, the diet should be nutritious and varied.

When access to sufficient and healthy food is not locally available, workers who are living on the farm should be offered plots of land with irrigation for vegetable gardens free of charge.



# 4. Environmental Development

**Intent:** To ensure that your company has agricultural and environmental practices that contribute to a more sustainable production system where risks to health and the environment are minimized.

## 4.1 Environmental Management

### 4.1.1 Use of post-harvest treatments and pesticides

<b>Applies to:</b> Companies	
<b>Core</b>	<p>The use of post-harvest treatments and pesticides to extend vase life follow the safety instructions of the manufacturer and the following conditions:</p> <ul style="list-style-type: none"> <li>• In case the company prepares its own solution of post-harvest chemicals there needs to be knowledge of the hazards that it poses to health. Measures are in place to avoid exposure of workers to the solution used.</li> <li>• Silver Thiosulphate waste needs to be handled and disposed in a way that it does not pollute soil or water.</li> <li>• The pesticide is registered for post–harvest use for flowers.</li> <li>• Workers undertaking the application have been trained in safe use and handling of the pesticide and use effective personal protective equipment.</li> <li>• The application is done in a way to avoid exposure of workers nearby (e.g. in the surrounding post-harvest area). This may be done by use of separated area for post-harvest treatment or effective physical barriers.</li> <li>• Records of application are kept including information of at least date and time, name of person applying, quantity of active ingredient(s) used, pest or disease to be controlled and site.</li> </ul>
<b>Year 0</b>	

### 4.1.2 Protection of the environment

<b>Applies to:</b> Companies	
<b>Core</b>	<p>You protect the inhabitants of residential areas inside and surrounding the farm from harmful effects and the environment.</p>
<b>Year 0</b>	
<p><b>Guidance:</b> To prevent pesticide drift a safety distance of not less than 100 metres from residential areas and houses to the greenhouses or pesticide application areas should be maintained. If the company is not able to secure such a buffer zone because it would result in the relocation of local residents, the company should develop suitable alternative measures, such as a</p>	





physical safety barrier.

### 4.1.3 Use of peat

**Applies to:** Traders

<b>Core</b>	You ensure that <b>at least 20%</b> of the volume of the growing media used for Fairtrade plants are from alternative sources to peat.
<b>Year 0</b>	

**Guidance:** Examples of substitutes for peat include wood fibres, coco peat and perlite.  
As best practice, the company should reduce the amount of peat used in growing media for all plants.

## 4.2 Choice of pesticides used

### 4.2.1 Prohibited Materials List

**Applies to:** Traders

<b>Core</b>	Your company <b>does not use</b> materials on the Fairtrade International Prohibited Materials List (PML) part 1 (Red List) on Fairtrade crop(s). Only pesticides registered for use in the country can be used on the Fairtrade crops. Pesticides prohibited in the PML part 1 (Red List) <b>are</b> clearly <b>marked</b> , 'Not for use on Fairtrade crops'.
<b>Year 0</b>	

*Please note that Fairtrade International has revised its materials list and related requirements. The revised list and requirements will apply as of 1 January 2018. See the details about the changes and revised list [on the website](#)*

**Guidance:** The Fairtrade International PML has two parts, Part 1 (Red List) which includes a list of prohibited materials and Part 2 (Amber List) which includes a list of materials which will be monitored and by 2016 decided whether or not they will be included in the Red List. Your company is encouraged to stop using materials on the Amber List.

Your company may use materials listed on the PML on crops that are not Fairtrade crops, but will be asked by auditors for which crops and pests they are being used. The company is encouraged not to use these materials on any of the crops as they are dangerous for health and the environment.



### 4.2.2 Derogations from the prohibited materials list

<b>Applies to:</b> Traders	
<b>Core</b>	<p>By derogation from 4.2.2, your company may apply certain materials from the Fairtrade International PML Part 1 (Red List). You may use materials <b>only</b> if you have previously <b>requested</b> to the certification body and <b>received</b> permission for determined materials and scope according to the PML part 1 (Red List). This requirement only applies when the certification body allows the use of a material specified in the Fairtrade International Red List of Materials by derogation. The permission is subject to your company having demonstrated, on the basis of credible evidence the need to use the materials, how the use is minimized and undertaken under appropriate health and safety conditions, and that an appropriate plan and record is in place to substitute these materials.</p> <p><i>Please note that Fairtrade International has revised its materials list and related requirements. The revised list and requirements will apply as of 1 January 2018. See the details about the changes and revised list <a href="#">on the website</a>.</i></p>
<b>Year 0</b>	

## 4.3 Soil and Water

### 4.3.1 **NEW 2018** Consulting surrounding communities

<b>Applies to:</b> Companies	
<b>Dev</b>	<p>You consult with surrounding communities regarding real and perceived risks of water pollution because of the presence of the flower farm in the area, and then work to mitigate the risks.</p>
<b>Year 3</b>	

# 5. Trade

**Intent:** To provide maximum benefits to producers, while remaining credible to consumers.

## 5.1 Sourcing

### 5.1.1 Sourcing plans

<b>Applies to:</b> Fairtrade payers and conveyors	
<b>Core</b>	<p>You provide a sourcing plan that covers a period of <b>at least six months</b>. Sourcing plans are renewed a <b>minimum of three months</b> before they expire.</p>
<b>Year 0</b>	



### 5.1.2 Progressive commitment to sourcing plans

<b>Applies to:</b> Fairtrade payer and conveyor	
<b>Core</b>	In the first year of a new trade relationship, you purchase <b>at least 50%</b> of the Fairtrade volumes as indicated in the sourcing plan. In subsequent years, you purchase <b>at least 75%</b> of the Fairtrade volumes as indicated in the sourcing plan.
<b>Year 0</b>	

### 5.1.3 Purchase of less volumes

<b>Applies to:</b> Fairtrade payers and conveyors	
<b>Core</b>	In the event that the Fairtrade payer purchases <b>less than</b> the volumes indicated in requirement 5.1.2, and where this is due to non-fulfilment of orders by the client, then you inform the certification body of this in writing and provide the necessary evidence.
<b>Year 0</b>	

## 5.2 Contracts

### 5.2.1 Contracts between the company and the Fairtrade payer

<b>Applies to:</b> Fairtrade payers and conveyors	
<b>Core</b>	For Flowers and Plants, sourcing plans can be considered as contracts between company and buyer. They need to as a minimum clearly indicate the quality, price, payment terms, delivery conditions and estimated volumes.
<b>Year 0</b>	
<b>Guidance:</b> The Fairtrade Trader Standard requirements on contracts do not apply.	

### 5.2.2 Confirmation of final purchase order

<b>Applies to:</b> Companies and Fairtrade payers	
<b>Core</b>	You confirm the final purchase order in writing.
<b>Year 0</b>	
<b>Guidance:</b> The confirmation can be done through e.g. email or fax.	

## 5.3 Pre-finance

The Fairtrade Trader Standard requirements on access to finance (section 4.4) **do not apply**.



## 5.4 Pricing and Payment Terms

### 5.4.1 Agreement on market price

<b>Applies to:</b> Fairtrade payers	
<b>Core</b>	You negotiate with the company the paid price.
<b>Year 0</b>	

### 5.4.2 Fairtrade Minimum Price and premium for secondary products

<b>Applies to:</b> Fairtrade companies and payers	
<b>Core</b>	There are no Fairtrade Minimum Prices defined for secondary products and their derivatives. Sellers of the product and its next buyers negotiate prices for secondary products and their derivatives. A default Fairtrade Premium of 15% of the negotiated price is paid in addition.
<b>Year 0</b>	

### 5.4.3 Payment

<b>Applies to:</b> Fairtrade payers	
<b>Core</b>	Payment is made in net cash against a full set of documents on first presentation. The documents to be presented will be those stipulated in the contract and customary in the flowers and plants trade.
<b>Year 0</b>	

### 5.4.4 **NEW 2018** Payment timelines

<b>Applies to:</b> Fairtrade payers and conveyors	
<b>Core</b>	For direct contracts involving Fairtrade payers and companies, you pay according to the international customary conditions and <b>no later than 15 days</b> after the receipt of the documents transferring ownership.  For contracts involving Fairtrade payers, companies and conveyors, you pay companies <b>no later than 30 days</b> after receipt of the payment from the Fairtrade payer.
<b>Year 0</b>	





Organisation:	
Year:	

Report on use of Fairtrade Premium:

b) Follow up on ongoing projects, additional to sheet a)

Name of project	Status of the project- What have you achieved to date?	Beneficiaries to date- who and how many have benefited from the project till now?	Self-evaluation- Most important aspects and problems	Amount of premium money invested to date (also note currency please)	Money invested from other sources of income

