



Naturland

NATURLAND STANDARDS

PROCESSING

General part and appendices

Version 05/2023

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Preface

Introduction

Certified organic agriculture, as practised in accordance with the written standards of the Naturland Association, has become an established concept. A comparison of the first draft of the "Standards for Organic Agriculture" passed in 1982 after the association was founded with the currently valid version will reveal two aspects of this modern form of land cultivation: on the one hand its dynamism and potential for development and on the other the stability and consistency of this modern form of agriculture and the processing of its produce. The development of standards and their implementation are the core mission of any certified association for organic agriculture. Standards have to be proven to be workable. They have to be adapted to changing conditions and be extended to cover new areas. The growth of Naturland and its organisations since the association's establishment is a reflection of the success of its work and confirms that this form of cultivation has gained wide acceptance and appreciation among farmers, food producers and consumers.

Standards for specific areas

The Naturland standards existed long before the EU passed its first legal regulations on organic agriculture. Even today the consistent development of our standards provides major impetus; they incorporate ideas that are taken seriously by the legislators. As they stand today, Naturland's standards are not limited solely to the specific method of cultivation described in detail in its standards on plant production and animal husbandry. For some years now, standards have been developed to cover many specific areas which require special guidelines, such as horticulture and viticulture, bee-keeping, harvesting of wild grown products, and aquaculture. In the same measure that the standards have evolved to cover various forms of cultivation, they also incorporate the next stage - the processing of this produce. The production and processing of food, such as bread and bakery products, milk and dairy products, beer and meat, etc. are described in specific standards for different categories of food produce. Whilst foodstuffs are the original sphere of interests, standards have also been drawn up to cover other areas of cultivation, such as organic forestry and timber processing.

Adherence to the elementary principles

To ensure that Naturland's standards develop consistently, it is essential that the fundamental principles of organic agriculture are adhered to. It is also crucial to withstand hasty and short-lived trends and any temptation to sacrifice elementary principles for the sake of immediate success. Standards can only provide a framework, since organic agriculture cannot function on the basis of mere regulations. It is realised by consensus on a common aim. Nevertheless, exact and binding rules are necessary in practice, whilst leaving enough flexibility for adaptation to the particular requirements of each agricultural operation.

The experts - farmers, consumers, processors and scientists - who contribute to the development of Naturland's standards have always offered new solutions to the problems posed. The framework of Naturland's standards is dictated by the core fundamental principles of certified organic agriculture: the obligation to treat the elementary basics of our lives with prudence and responsibility. A common starting-point, sustained management, the active protection of nature and the climate, safekeeping and preservation of the soil, air and water and the protection of the consumers are at the heart of all Naturland's standards. Mutual tolerance, respectful interaction with others and the acceptance of social responsibility are part of the framework and general approach.

Naturland's standards - the basis for certification

Standards will only endure and make a lasting impact if they can be clearly monitored and be put into consistent practice. Any decisions involved have to be seen to be made impartially and on neutral, unbiased terms. This is guaranteed by calling on the services of independent and autonomous committees - standards committee, inspection body and certification committee - as well as by the composition of the committees consisting of diverse interest groups such as scientists, agriculturists and consumers. Independent inspection procedures and the consistent application of Naturland's standards form the basis of the production of high quality products cultivated in a balance with nature and the environment. This quality is visibly documented by the Naturland logo.

Naturland's quality management - national and international

For producers, processors and consumers, certification by Naturland stands for a reliable quality management system, for the dependability of the organically grown produce, from its cultivation to the finished product.

Naturland has been accredited to the international norm ISO/IEC 17065 since 1998. This accreditation confirms that certification is performed to defined norms.

Part C. General Processing Standards

I. Goals

The goal when processing organic agricultural produce as understood under the Naturland standards is to manufacture products attaining a high organic and social quality standard, also with respect to their nutritional physiology. For this reason, the processing methods used need to undergo continuous improvements in the light of new scientific findings and amendments to principles of the Naturland standards. Risk technologies, such as the use of genetic engineering or nanotechnology, have to be excluded from processing; new technologies must be scrutinized for possible risks.

Consumers are to be protected from deception and fraud by the highest possible degree of transparency.

II. Area of application

These standards are binding on all operations and companies that have signed a sublicense agreement with Naturland Zeichen GmbH (hereinafter referred to as "contractual partner"). They apply to all forms of further processing of raw agricultural goods, generally in conjunction with the respective processing standards applicable to any specific group¹. The current version of the standards as passed by the bodies of the Naturland association is at all times the applicable one.

In addition, the statutory regulations apply, in particular the regulation (EU) 2018/848 and the subsequent legislative acts as amended, and the laws governing food and non-food articles (LFGB, the German Food and Feed Code) and ordinances governing food labelling (LMKV – Lebensmittelkennzeichnungsverordnung) and information (LMIV - Lebensmittelinformationsverordnung; European Food Information Regulation).

Naturland reserves the right to amend these standards. Any amendments made are in keeping with practical experience and the contractual partners are informed in good time of the amendments. Contractual partners are obliged to consult Naturland if they have questions or doubts in relation to the standards and certification.

III. Contracts

Contractual partners who have concluded a sublicense agreement are obliged to comply with the processing standards and, where applicable, with the processing standards for specific groups of products, from the very beginning (The standards for specific groups of products are available from Naturland, Kleinhaderner Weg 1, 82166 Gräfelfing, Germany, or by making a request by email to naturland@naturland.de, or can be downloaded from www.naturland.de).

Besides this, the sublicense agreement also governs the use of the Naturland trademark (Naturland logo).

IV. Inspection and Certification

Compliance with the Naturland standards and the statutory provisions is checked regularly at least once a year by authorised agents of Naturland, who makes pre-arranged and/or unannounced visits to the operations, where they perform inspections. The inspectors have to be granted full access to and rights of inspection of all relevant areas of the operation. All documents concerning production have to be produced and information provided on request. Where a third party is appointed to operate on behalf of the contractual partner (e. g. treatment, storage, processing, transport), provisions must be made (such as the conclusion of a subcontractor agreement) to ensure that the Naturland standards are implemented and that Naturland may monitor them for compliance with its standards.

In its annual deed of certification (including a Naturland certificate) the Naturland certification committee confirms that the contractual partner has complied with the Naturland standards. If the contractual partner infringes current Naturland standards, penalties may be imposed.

It is standard practice for complaints in connection with matters within Naturland's sphere of responsibility to be addressed to the head offices of Naturland in Gräfelfing, Germany.

¹ If no separate processing standards for specific groups of products have been produced for any particular processed products, then these will be certified on the basis of the general section of the Naturland processing standards.

V. Product identification/labelling

1. Processed products

The endorsement of foodstuffs, fodder and articles for daily use by making a reference to Naturland, to certification by Naturland or by applying the Naturland trademark is solely permitted on the basis of a valid sub-licensing agreement and a valid Naturland certificate.

In addition to fulfilling statutory requirements, the following must be observed when labelling products certified by Naturland:

- Full declaration: All the ingredients of each product must be listed completely (even in the case of compound ingredients) in the order of their weight as a percentage of the total weight.
- In the case of herbs and spices, the general term may be used if their weight does not exceed 2% of the weight of the product.
- The use of iodised table salt has to be indicated clearly.
- Food additives must be listed with their complete designation.
- Products which appeal explicitly to children by virtue of their presentation or marketing must² comply with the recommendations of the World Health Organization (WHO)³.

Contractual partners (manufacturers) who have concluded contracts with other businesses as suppliers or subcontractors are advised to use the following wording to ensure transparency of information towards the customer: "Manufactured by on behalf of ...".

Whenever products or goods are certified to the Naturland standards, notice to this effect must be shown on all business documents (invoices, delivery notes etc.).

2. Raw materials and semi-finished products

All raw materials and semi-finished products certified by Naturland must be labelled in the production facility itself clearly and unambiguously with the word NATURLAND or bear the Naturland logo.

VI. General regulations and other predominant (production) provisions

1. Sustainable management

Organic agriculture is particularly committed to sustainable management. This includes the respectful treatment of nature and the environment, the sustainable use of natural resources, the acceptance of social responsibility and the maintenance of economic performance.

The benefits derived from natural ecosystems and their economic performance must be maintained. Damage to ecosystems should be kept to a minimum.

Biological diversity or biodiversity is to be maintained and fostered on farms to the best of the farmer's ability; this includes diversity of ecosystems, diversity of species and genetic diversity. Sites containing areas of high conservation value (HCV⁴) are subject to special safeguarding provisions.

Water and soil are valuable natural commodities whose is of crucial importance and which must therefore be used carefully and sustainably.

Energy should be used as efficiently as possible and renewable energy resources should be used for preference.

Wherever waste is unavoidable, it should be disposed of in an eco-friendly manner or recycled. Organic residues should be re-used and preferably composted.

Preference is to be given to procuring raw materials and goods from suppliers in close proximity.

2. Non-employment of GMO and GMO derivatives

Genetically modified organisms (GMOs) and their derivatives are incompatible with organic production. Products produced according to the Naturland standards must therefore be manufactured throughout the whole of

² with the exception of traditional seasonal articles (e. g. chocolate Easter eggs) sold for a limited period which should not exceed 10 weeks per season

³ WHO Regional Office for Europe: NUTRIENT PROFILE MODEL (<https://www.who.int/europe/publications/i/item/WHO-EURO-2023-6894-46660-68492>)

⁴ Definition: <https://www.hcvnetwork.org/hcv-approach>

their production and value chain without the use of genetically modified organisms (GMOs) and GMO derivatives⁵. The definitions given under sec. 2 of Directive 2001/18/EC of the European Parliament and of the Council, and the exclusion criteria for genetic engineering of the regulation (EU) 2018/848 and of the subsequent legislative acts as amended apply.

Even the unintentional contamination of products certified by Naturland with genetically modified organisms may also lead to certification being denied.

3. Non-use of nanomaterials

By “nanomaterials”, Naturland means: substances which have been consciously and deliberately designed, technically manufactured or produced by human inducement (anthropogenic) with the intention to obtain very specific characteristics (e. g. shape, surface properties or chemical properties) at the nanoscale (approx. 1-300 nm in at least one dimension) such as only possible at the nanoscale. Particles with larger diameters may come under this definition in cases where there is evidence of effects specific to the nanoscale at this size.

Particles accidentally generated at the nanoscale, which can occur in the course of traditional processing methods (such as, for example, homogenisation, grinding, foaming, freezing) and particles at the nanoscale that occur as natural environmental elements (e. g. volcanic or airborne particles) or in foodstuffs (e. g. mono-saccharides, amino acids or fatty acids) are excluded from this definition.

The environmental effects of nanomaterials and their impact on human beings are so far not sufficiently known. For this reason, products grown and processed and certified by Naturland must be manufactured without the application of anthropogenic nanomaterials. Nanomaterials should also be avoided in packaging. They are only permissible if the nanomaterials are firmly integrated in the packaging material. Nanomaterials in layers or coatings which are in direct contact with products certified to the Naturland standards must not be used.

4. Ingredients from agricultural and non-agricultural origin

4.1 List of priorities

Products labelled with the Naturland trademark, bearing reference to Naturland or to certification by Naturland, contain raw goods, ingredients, food additives and processing additives from agricultural sources (hereinafter referred to as primary substances) which have been certified by Naturland. If primary substances certified by Naturland are not available in the right quality or in sufficient quantity, application may be made to use primary substances from other sources from the following **list of priorities**.

- a. The highest priority is accorded to the use of primary substances certified by Naturland.
- b. Primary substances from certifiers whose certification is recognised by Naturland as being of an equivalent standard may be used after receiving written approval from Naturland
- c. If the primary substances cited under a. and b. are not available, raw goods recertified⁶ by Naturland and primary substances from other certifiers may only be used after receiving written approval from Naturland (for a limited period).
- d. If the primary substances cited under a., b. and c. are not available, organically produced primary substances may be employed for a limited period where sufficient justification exists and then only after receiving written approval from Naturland, provided these primary substances at least comply with the statutory requirements for organic products under currently valid national legislation (e. g. EU Organic Regulation, NOP) of the country in which the goods are to be put on the market. However, the manufacturer is obliged to replace these primary substances with primary substances certified by Naturland as quickly as possible.

⁵ A "GMO derivative" is any substance produced from or by means of GMOs but not containing any GMOs itself. "The use of GMOs and GMO derivatives" means their use as a foodstuff, an ingredient of foodstuffs (including additives and flavouring), processing additives (including extraction solvents), animal feed, compound feed, the raw materials of animal feed, fodder additives, processing additives for animal feed, certain products for animal feed, pesticides, fertilisers, soil ameliorators, seed, vegetative propagation material and animals.

For the purposes of these standards, the following definitions apply: 1. organism: any biological unit capable of reproduction or passing on genetic material. 2. genetically modified organism (GMO): an organism, the genetic material of which has been modified in such a way as is not possible in a natural manner by cross-breeding and/or natural recombination.

⁶ Recertification means the admission of raw goods or of any ingredient for a limited time or in a limited quantity on the basis of documents provided by third parties (inspection reports) which were not produced originally by order of Naturland.

- e. Conventional primary substances may only be used after receiving prior approval from Naturland and even then only for max. 5% (not including water and salt) of the final product, on condition that they are not available from organic sources and that the primary substances have not been genetically modified.

The proportion of the primary substances is calculated on the basis of their proportionate weight at the time they are used when manufacturing the foodstuff.

Naturland makes regular evaluations of what primary substances are available in what quantities. Contractual partners should address any questions as to the availability of raw goods certified by Naturland to Naturland.

4.2 Flavouring

The general use of flavouring is not permitted. Natural flavouring may only be used in individual cases after receiving approval from Naturland and providing the processing standards for specific groups of products are observed.

4.3 Water and salt

Water must be of drinking water quality; only table salt or iodised table salt free of anti-caking agents or containing the anti-caking agent E 170 (calcium carbonate) may be used.

4.4 Cultures of micro-organisms

Wherever available, the micro-organisms are to be grown on organic substrata or substrata which comply with the requirements of these standards.

4.5 Enzymes

The general use of enzymes is not permitted. Enzymes without benzoates may only be used in individual cases after receiving approval from Naturland and providing the processing standards for specific groups of products are observed.

4.6 Food additives

The general use of food additives is not permitted. Food additives may only be used in individual cases after receiving approval from Naturland and providing the processing standards for specific groups of products are observed.

4.7 Mineral nutrients, trace elements, vitamins

The general use of mineral nutrients, trace elements and vitamins is not permitted. Mineral nutrients, trace elements and vitamins may only be used in individual cases after receiving approval from Naturland and with due regard for legal requirements such as those on minimum levels and providing the processing standards for specific groups of products are complied with.

4.8 Permissible processing additives

The general use of processing additives is not permitted. Processing additives may only be used in individual cases after receiving approval from Naturland and providing the processing standards for specific groups of products are observed.

5. Processing procedures

Only such equipment and procedures may be used which do not have any harmful or detrimental effect on the health of the consumer in the foodstuff, and which guarantee the least impact on the environment and such resources as water, air and energy sources. Besides this, the processing methods may not be detrimental to the health of those working in the production facility.

5.1 Permissible processing procedures

- mechanical, physical and biological procedures
- curing
- extraction (solely by using the following extraction media of foodstuff quality: water, organic ethyl alcohol, organic vegetable oils and organic animal fats, organic vinegar, CO₂, nitrogen, organic acids upon approval).

- precipitation
- filtration (only with asbestos-free filtration materials, provided the product quality is not impaired by filtration. Filtration techniques that are associated with a chemical reaction and by means of which the molecular structure of the foodstuff is modified are subject to approval.)

5.2 Prohibited processing procedures

- The use of microwaves for the treatment of products certified by Naturland is not permitted
- The use of ionising rays to treat foodstuffs or fodder or the primary substances used in foodstuffs or fodder is prohibited.

The processor has to ensure that such substances and procedures are used neither directly (raw goods, food additives, processing additives) nor indirectly (in semi-finished products) for products certified by Naturland. Further rulings with regard to processing methods are to be found in the corresponding processing standards applicable to specific groups of products.

6. Quality assurance

Partners of Naturland are obliged to institute quality management systems in their businesses in order to guarantee the uninterrupted traceability of the products manufactured and the safety of these products. In addition, businesses certified by Naturland undertake the following:

- to hold regular instruction courses for their workers (at least once a year, with an additional introductory course for new employees)
- to take appropriate measures to avoid contamination with prohibited substances and agents which could impair the quality of the organic produce. Records must be kept identifying possible risks of contamination with prohibited substances which may impair the quality of the organic produce and which come within the sphere of influence and responsibility of the operation as well as details of appropriate preventive measures. Where reasonable suspicion exists that the product quality is substantially impaired by contamination with prohibited substances, Naturland has to be informed. Naturland may require an analysis to be made to detect the level of contamination and the source of contamination and instigate further measures. Naturland recommends that processors and wholesalers make spot checks of organically grown products to check for contaminants, as a supplementary quality assurance measure.

Partners of Naturland who process or manufacture⁷ conventional produce or products certified to the EU Organic Regulation besides the products certified by Naturland are required to observe the following:

- The individual processing stages have to be carried out in one block for each sequence and have to be separated spatially or in time from similar processing stages for conventional products or EU organic products. This means that measures suitable for the clear and unambiguous distinction between the different production processes and products must be adopted. Any admixture or commingling of raw materials not certified by Naturland must be made impossible. Where appropriate, Naturland may impose further requirements specific to the plant in question in order to ensure compliance.
- Before processing⁷ products certified by Naturland, all machines, tools etc. have to be cleaned thoroughly to exclude the possibility of any mixing of conventional or EU organic with products certified by Naturland or of contamination with substances which are prohibited under these standards.
- No parallel products may be included in the product range, i. e. the range produced in accordance with the Naturland standards has to be distinguished in a clear and comprehensible way from the rest of the range (conventional products and products which are certified to the EU Organic Regulation), in the product designation, design and/or packaging.
- If genetically modified ingredients, additives or processing additives are used in the conventional area, Naturland has to be informed and appropriate additional quality assurance measures (traceability, analysis etc.) taken to exclude any risk of possible contamination.

7. Documentation

Businesses certified by Naturland must be able to present the following documents in their current version (and keep older versions in their archives):

- product overview (complete list of all products produced in this facility)

⁷ This includes all stages of cleaning, sorting, filling, packaging or labelling, as well as the actual treatment and processing of the products.

- list of ingredients of each of the products certified by Naturland with details of the quantity and certified quality of each primary substance.
- list of suppliers with a declaration of all primary substances and their certification
- overview of the quality assurance system including the results of analyses
- list of training sessions performed on the topic of organic production and Naturland standards
- list of the packaging materials used
- list of the cleansing agents and pesticides used
- list of the processing methods used (e. g. in the form of a flow chart)
- list of the production facilities, stores, machines and devices and their functions
- production diary
- complaint management records⁸

8. Packaging

The choice of the correct packaging for foodstuffs certified by Naturland is based on conformity with the statutory requirements, including those of the EU Organic Regulation.

Since sustainable management is the aim striven for throughout the whole production chain of foodstuffs certified by Naturland, special regard should be paid to the sparing use of raw materials and to minimising the impact on the environment in production, use and disposal of packaging materials when choosing the most suitable form of packaging. The role of packaging, therefore, should be restricted to that of a means of fulfilling hygienic requirements and preserving the condition and sensory quality of the products. The packaging material used must not impair the product quality (e. g. through substance migration of printing inks or emollients). Packaging material that contains, for example, synthetic pesticides, preservatives or disinfectants, or has come into contact with such substances, may not be used.

When choosing the most suitable packaging for products certified by Naturland, the following criteria should be observed:

- The packaging should be manufactured in an eco-friendly manner and similarly disposable or recyclable.
- The size and weight of the packaging should be kept to a minimum. The goal is to have as little packaging as possible.
- Returnable packaging should only not be used if this is not possible or reasonable e. g. because of inefficient transport distances.
- Preference for packaging with a high proportion of recycled and/or renewable raw goods should be given over packaging made of fossil or exhaustible raw materials such as metal or petroleum-based plastics.
- The possibility of re-using the packaging should be aimed for, e. g. as a drinking glass, storage container or alternative fuel.
- The use of bioplastics is desirable. However, genetically modified raw goods must not be used in its production. Proof by the manufacturer of the packaging or by the supplier of the fact that no genetically modified organisms (GMOs) or their derivatives were used in the production of the packaging is to be given in the form of a declaration of compliance to be submitted during organic inspection.
- The printing inks chosen should be free of harmful solvents.
- No packaging containing chlorine, metal or aluminium should be used.
- Modified atmosphere packaging using a mixture of oxygen, carbon dioxide and nitrogen is permitted.

Irradiation (both electrical and ionising) of packaging to reduce micro-organism levels is only permitted upon request.

Cork treated with chlorine is not permissible.

When choosing suitable packaging, the guideline issued by the German Federation of the Organic Food Industry (BÖLW) "Nachhaltige Verpackung von Bio-Lebensmitteln – Ein Leitfaden für Unternehmen"⁹ can be very helpful. It can be downloaded from Naturland's homepage (www.naturland.de).

9. Storage and transport

- All products according to these standards as well as the used primary substances are to be stored and transported in such a way as to keep any reduction of their quality or impairment of the environment to a minimum.

⁸ The operator must follow up on complaints addressed to him by third parties and which are related to requirements made by Naturland with respect to certification in an appropriate manner and must document the complaints as well as any action taken.

⁹ Only available in German.

- Storage under special conditions (controlled atmosphere, temperature control and humidity regulation as well as drying the stored material) is permitted.
- Storage facilities, containers and silos which contain residues of, for example, GMO storage products, synthetic fungicides, preservatives and disinfectants, may not be used.
- Products certified by Naturland must be clearly and unmistakably labelled during storage and transport; this applies especially to businesses which also store, process and transport products certified under the EU Organic Regulation and/or conventional products, besides products certified by Naturland.
- During storage, raw goods and ingredients certified by Naturland must be spatially separated from conventional and EU organic raw goods.

10. Cleaning and hygiene

Every processor must ensure that he for his part has undertaken everything in his power to prevent the products being contaminated or polluted with cleaning agents (particularly with quaternary ammonium compounds). Naturland reserves the right to proscribe certain cleaning agents and procedures. Cleaning methods and the substances used therein must be recorded in a comprehensible manner for inspection purposes.

The Naturland Betriebsmittelliste¹⁰ (list of tools and materials) can be helpful when deciding on a suitable cleaning agent. This can be ordered from Naturland. In cases of doubt, the cleaning methods and substances have to be checked with Naturland.

11. Pest control

Preventive measures are to be used carefully and comprehensively in order to prevent the occurrence of pests. These should be documented by monitoring. If pest control measures are unavoidable, mechanical and physical, biological resp. biotechnological methods are to be preferred; permissible pesticides are listed in appendix 3 to these standards.

The application of chemical storage protection substances, especially the use of ethylene oxide, methyl bromide, aluminium phosphide and hexachlorocyclohexane (HCH; Lindane) is prohibited.

Where gassing measures are necessary with other measures than listed in appendix 3, approval by Naturland is to be obtained in advance. The application must include details of the substances to be applied, the waiting period scheduled and the date on which the measure is to be carried out.

Enterprises specialising in pest control must be informed of the Naturland standards and must guarantee in writing that the Naturland standards on pest control will be complied with. The application form for pest control is available from Naturland on request.

If pest control measures are applied, products manufactured to the Naturland standards must at all events be protected from direct or indirect contact with prohibited substances.

If prohibited substances or methods are applied directly to the products which are manufactured according to the Naturland standards, the products in question may no longer be endorsed with a reference to the Naturland certification or the Naturland trademark.

¹⁰ Only available in German.

VII. Social responsibility

The holistic claim of Naturland standards also includes the social treatment of the people who work and live on the operations.

1. Human rights

The basic rights of the people living and working on Naturland operations are respected as described in national regulations or the International Labour Organisation Conventions and Recommendations (ILO)¹¹, the UN conventions on children's rights¹² and the United Nations Declaration on the Rights of Indigenous Peoples¹³, should these be more comprehensive.

A product created under conditions violating basic human rights, under gross violation of social justice or infringing indigenous land and water rights can not be traded as a product certified by Naturland.

2. Freedom to accept or reject employment

The operations commit themselves to exclude forced labour or any type of involuntary work. The operation shall not retain any part of workers' salary, benefits, property, or documents in order to force workers to remain on the operation.

3. Freedom of association, access to trade unions

All workers have the freedom of association and collective bargaining.

No one shall be discriminated against because of his or her membership in a trade union.

4. Equal treatment and opportunities

No discrimination on the basis of race, creed, sex, or political opinion or membership shall be tolerated. All workers irrespective of their sex, skin colour or religion receive the same pay and face the same opportunities for work of the same nature and same degree of responsibility.

5. Children's rights

No children shall be employed on operations. Children may work on the farms of their own families or a neighbouring farm provided that:

- the work is not hazardous and endangers neither the health nor the safety of the children
- the work jeopardises neither the educational nor the moral, social or physical development of the children
- the children are supervised by adults while working or have been given permission by a parent or legal guardian

6. Health and safety

All workers, employees and their families shall have access to drinking water, food, accommodation and basic medical care.

The employer is responsible for safety, health and hygiene at the workplace. If necessary, this implies holding training courses for employees to raise their awareness of any dangers at their workplace and of the contents of hygiene standards. Operations with more than 10 workers have to draw up a policy on safety at work and make these available to all employees.

7. Employment conditions

Workers for the purpose of these standards are, besides the permanent workers, also seasonal workers and sub-contracted workers.

All operations commit themselves to meet the following requirements¹⁴:

¹¹ <http://www.ilo.org/declaration/lang--en/index.htm>

¹² <http://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

¹³ http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

¹⁴ Naturland may determine that in any one country the legal control of employment conditions the opportunities for further education offered publicly suffices to ensure compliance with these standards.

7.1 Contracts

All workers receive a written contract of employment describing the basic conditions of employment.¹⁵ Working conditions and contracts have to be documented by the employer to be verified at any time. The employment contract shall at least define the following: job description, scope and limits of the job, and type as well as amount of remuneration. The employment conditions of all workers have at least to comply with respective higher requirements of national regulations and ILO standards.

7.2 Equal treatment

The different kinds of employment shall in no case result in the unequal treatment of any workers; all workers enjoy the same rights and working conditions including social benefits and other privileges for work of the same nature and same degree of responsibility (see point IV.5).

7.3 Wages

Workers shall be paid at least the official national minimum wage currently applicable or the relevant industry standard in processing operations or the wages approved on the basis of collective bargaining, whichever is the higher. Workers shall be paid in cash, or in any mode they prefer.

7.4 Payment in kind

Workers may if they choose receive part of their wages in kind for board, lodging or other services offered by the operation. The value attributed to such deductions shall be fair and reasonable. A compulsory reduction of the minimum wage by the employer for such services is not permitted.

7.5 Working hours

To permit flexibility and overtime in the peak season (e.g. harvest) it is necessary to define an annual limit of working hours or to conclude a mutual agreement on work in peak periods. Such an agreement has to be in line with current national labour legislation and negotiated agreements.

7.6 Social benefits

The employer ensures a basic coverage for maternity, sickness and retirement. Operations with more than 10 workers need to have a policy on wages and social benefits, and this information should be made available to all the employees.

7.7 Further education

The unit offers its employees the possibility of further education and professional training.

¹⁵ Legally binding contracts (in this particular case not necessarily in writing) are required even for workers not registered. Furthermore, they have to be informed of their rights.

Appendices processing

Appendix 3: Pest control measures

Mechanical-physical, biological resp. biotechnological measures

- the encouragement and application of the natural enemies of pathogenic agents and crop pests (e.g. predatory mites, hatching wasps (ichneumon wasp))
- insect traps (e.g. sexual pheromones, coloured attractants)
- mechanical repellents (e.g. traps, impacting, sieving)
- repellents (deterrents and expellants of animal or plant origin)
- thermal measures (e.g. heat treatments of rooms)

Agents against animal pests

- micro-organisms (virus, fungus and bacteria preparations, e.g. *Bacillus thuringiensis*)
- preparations of *Azadirachta indica* (neem)
- pyrethrum extract from *Chrysanthemum cinerariaefolium* (synthetic pyrethroids and synergists are prohibited)
- gassing with inert gases (CO₂ or N₂), also under pressure
- quassia from *Quassia amara*
- oil emulsions (without synthetic chemical insecticides) on the basis of plant oils
- rodenticides (e.g. coumarin derivatives) in a form which cannot be displaced (food bait in appropriate bait boxes)
- food bait gel (in appropriate bait boxes) to eliminate ants and cockroaches
- diatomaceous earth

Others

- ethylene

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