



**Naturland**



# **NATURLAND STANDARDS**

**EXTRACT**

**SOCIAL RESPONSIBILITY**

Version 06/2018

### III. 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. They must comply at the minimum with the local legal requirements, respectively the human rights listed in the UN Conventions, the International Labour Organisation Conventions and Recommendations (ILO)<sup>1</sup>, the UN conventions on children's rights<sup>2</sup> and the United Nations Declaration on the Rights of Indigenous Peoples<sup>3</sup>, 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 rejecting forced labour and any type of involuntary work. The operation shall not retain any part of the workers' salaries, 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 a right to 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 have 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 meeting the following requirements<sup>4</sup>.

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<sup>1</sup> <http://www.ilo.org/declaration/lang--en/index.htm>

<sup>2</sup> <http://www.ohchr.org/en/professionalinterest/pages/crc.aspx>

<sup>3</sup> [http://www.un.org/esa/socdev/unpfii/documents/DRIPS\\_en.pdf](http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf)

<sup>4</sup> Naturland may determine that in any one country the legal control of employment conditions and 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.<sup>5</sup> 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 the respective higher of the 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 are considered to 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 III.4).

### **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 other manner of their choice.

### **7.4 In kind payment**

If they so choose, workers may receive part of their wage in kind for services such as housing, food or others offered by the operation. The value attributed to such deductions shall be fair and reasonable. Compulsive deductions from the minimum wage for such services are not permitted.

### **7.5 Working hours**

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

### **7.6 Social benefits**

The employer ensures basic coverage for maternity, sickness and retirement. Operations with more than 10 workers need to make a policy on wages and social security available to all workers.

### **7.7 Further education**

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

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<sup>5</sup> 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.

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