



# FairWild Standards

**Version 1 (11/2006)**

**Author: Florentine Meinshausen, IMO**  
*In Cooperation with: Sylvia Winkler (IMO), Rainer Bächli (IMO),  
Franziska Staubli (SIPPO), Klaus Dürbeck (Forum Essenzia)*



## INDEX

<b>APPLICABILITY</b> .....	1
<b>FAIR WILD STANDARD ISSUES</b> .....	1
<b>SECTION I: RELATION BETWEEN COLLECTORS AND COLLECTION COMPANY</b> .....	1
Principle 1: Fair contractual relationship between company and collectors.....	1
Principle 2: No Discrimination.....	2
Principle 3: Child Labour is avoided .....	2
Principle 4: Respecting Customary Rights .....	3
Principle 5: FairTrade benefits the collectors and their communities.....	5
<b>SECTION II: FAIR LABOUR CONDITIONS FOR WORKERS</b> .....	6
Principle 6: Fundamental principles and rights at work are respected.....	6
Principle 7: The company is a socially responsible employer and provides good working conditions (COMPANIES > 10 WORKERS) .....	9
<b>SECTION III: FAIRTRADE OBLIGATIONS OF WILD COLLECTION COMPANIES TOWARDS BUYERS</b> 12	
Principle 8: Wild Collection Companies strive for fair and quality conscious trade behaviour .....	12
<b>SECTION IV: FAIRTRADE OBLIGATIONS OF BUYERS TOWARDS THEIR WILD COLLECTION PRODUCT SUPPLIERS</b> .....	12
Principle 9: FairTrade practices .....	12
Principle 10: Fair Prices and FairTrade Premium .....	13

# APPLICABILITY

This standard applies to Wild Collection Companies, who wish to add high social performance and Fair-Trade aspects to their endeavours towards sustainability.

**Operations are expected to be certified according to either the ISSC-MAP or organic standards.**

At the very least, operations must show activities to comply with ISSC-MAP requirements or organic standards and must normally reach certification according to either standard within 1-3 years (ecologically high risk situations: 1-2 year, low-risk situations: up to 3 years) after reaching FairWild certification. *In exceptional cases no certification required, but compliance with sustainable collection principles checked as part of FairWild audit.*

All operations must comply with the criteria of ISSC-MAP principle 4 (Respecting customary rights and benefits sharing). For easier overview these sections are included below as part of the FairWild Standards. The ISSC-MAP criteria regarding workers rights (section 6.5) are included in the FairWild Standard in a more elaborate version.

## FAIR WILD STANDARD ISSUES

### SECTION I: RELATION BETWEEN COLLECTORS AND COLLECTION COMPANY

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>1</sup>
				Col- lec- tion man- ager	Proc- essing Man- ager <sup>2</sup>	Cer- ti- fier	
<b>Principle 1: Fair contractual relationship between company and collectors</b>							
Collectors have the structures and access to information to represent their interests towards the wild collection company							
<b>1.1 Contractual relationship</b> The economic relation between company and collectors is fair and transparent.	1.1.1	Collectors receive basic information on approximate quantities that can be sold to the group	<ul style="list-style-type: none"> <li>Interview with collectors</li> <li>Interview with purchase officer or collection support staff</li> <li>Purchase estimates</li> </ul>	X		X X	2
	1.1.2	Collectors feel fairly well treated in the contractual relationship	<ul style="list-style-type: none"> <li>Interview with collectors</li> <li>Communication between company and collectors</li> </ul>	X		X	2
	1.1.3	The collection company aims at long-term collection agreements with collectors. Collectors contracts are only cancelled with documented due reasons (insufficient quality, less sales)	<ul style="list-style-type: none"> <li>Collectors list comparison over year</li> <li>Documentation on changes in collectors list</li> </ul>	X		X	
	1.1.4	Collector can resign from collection activities within an appropriate and fair time frame.	<ul style="list-style-type: none"> <li>Contract with collectors</li> <li>Interview with collectors</li> </ul>	X		X	2
<b>1.2 Collectors Organisation</b> Collectors have the organisational structures to represent and	1.2.1	Within 1 year from 1st certification onwards, the contracting company initiates and supports the set up of one or several collectors' representation organisation(s).	<ul style="list-style-type: none"> <li>Reports on initialisation process, information from collectors</li> <li>Statutes or minutes from collectors organisation meetings</li> </ul>	X X			1

<sup>1</sup> Priority categories:  
1: Major must = minimum requirement  
2: Minor must = standard requirement  
3: Recommendation

<sup>2</sup> Processing Manager or General Manager of Company, whoever is in charge of employing workers and employees (and hence must ensure fair labour conditions).

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>1</sup>
				Col- lection man- ager	Proc- essing Man- ager <sup>2</sup>	Cer- ti- fier	
defend their interests	1.2.2	Within 1 year from 1st certification onwards, the collectors' representation organisation has at least constitutionally a democratic structure with voting rights for all members to elect their representatives.	<ul style="list-style-type: none"> <li>Statutes (or similar)</li> <li>Collectors are at least aware of the organisation</li> </ul>	X		X	1
	1.2.3	Within 2 years from first certification onwards, collectors' representation organisation is effectively in place and discussing collectors' interest with contracting company	<ul style="list-style-type: none"> <li>Documents or oral information on activities of the organisation</li> </ul>	X			2
	1.2.4	If wished by the collectors group, it shall be permitted (to gradually take over more and more responsibilities of an independent collector organisation that sells its products to the collection company).	<ul style="list-style-type: none"> <li>Interview with collectors organisation representative and general manager</li> <li>Communication between company and collectors organisation</li> </ul>	X		X	2

### Principle 2: No Discrimination

No discrimination of particular social groups as collectors. The company supports the registration of women as collectors.

<b>2.1 Selection of collector</b> No discrimination of particular social groups and encouragement of women as registered collectors	2.1.1	Company policies or Statutes (or similar effectively used guidelines) do not restrict access to collectors groups based on race, colour, religion, sex, political opinion, national extraction or social origin	<ul style="list-style-type: none"> <li>Company policy on collectors contracting</li> <li>Oral information from personnel selecting new collectors</li> </ul>	X		X	1
	2.1.2	Disadvantaged groups (other than women) are not systematically excluded as registered collectors.	<ul style="list-style-type: none"> <li>List of collectors – cross check with local typically most disadvantaged social groups</li> <li>Interviews with collectors from potentially disadvantaged groups in the area (also some not working for company)</li> </ul>	X		X	2
	2.1.3	All collectors (irrespective of their social status) have the same working conditions (contract, trainings, prices paid, etc.)	<ul style="list-style-type: none"> <li>Contracts of different collectors</li> <li>Interviews with collectors from potentially disadvantaged groups</li> </ul>	X		X	1
	2.1.4	Women are not excluded from registration as collectors. Wives of registered collectors can also attend meetings and trainings.	<ul style="list-style-type: none"> <li>Interviews with personnel in charge of recruiting new collectors</li> <li>List of collectors</li> </ul>	X		X	2
	2.1.5	Women are actively encouraged to participate in the group and become full group members or: many women as registered collectors.	<ul style="list-style-type: none"> <li>Company policies</li> <li>List of collectors</li> </ul>	X X			3

### Principle 3: Child Labour is avoided

Collection activity is done without substantial work contribution of children

<b>3.1 Child Workers and Young Workers</b> Children are not contracted as collectors nor used by collectors as workers. All young workers never do any hazardous work.	3.1.1	The collection company does not contract children below 15 years as collectors	<ul style="list-style-type: none"> <li>Collectors list</li> <li>Interviews with collectors (also non-contracted ones)</li> </ul>	X		X	2
	3.1.2	If the collection company contracts young collectors of age 15-18 years, it monitors carefully that the collection activity is not dangerous to the young people's health, safety or may jeopardize their development.	<ul style="list-style-type: none"> <li>Collector list indicates all young collectors clearly</li> <li>Risk assessment of collection activities</li> </ul>				
	3.1.3	The collectors do not CONTRACT children below 15 years for their collection activities ( <i>does not concern children helping their parents in collection, see 3.2</i> )	<ul style="list-style-type: none"> <li>Interview with collectors (even non-contracted ones in the area)</li> <li>View of collection activities</li> <li>Company monitoring of collection situation with regard to child labour</li> </ul>				2

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>1</sup>
				Col- lection man- ager	Proc- essing Man- ager <sup>2</sup>	Cer- ti- fier	
	3.1.4	Young workers (15-18 years) contracted by collectors do not engage in work that is dangerous to their health, safety and that may jeopardize their development.	<ul style="list-style-type: none"> <li>Interview with collectors</li> <li>Risk assessment of collection activities</li> </ul>	X		X X	1
	3.1.5	If there are still some children contracted: Children (< 15 years) never do work that is dangerous to their health, safety and that may jeopardize their development.	<ul style="list-style-type: none"> <li>Risk assessment of collection work</li> </ul>	X		X	1
<b>3.2 Children helping their parents in collection</b> Children do very limited work in collection and under supervision only.	3.2.1	Children helping their parents: Children below the age of 12 do only very little collection related work (less than app. 2 hours/day regularly).	<ul style="list-style-type: none"> <li>Interview with collectors and of other people in the collectors communities</li> <li>View of collection activities</li> <li>Company monitoring of collection situation with regard to child labour</li> </ul>	X		X X	2
	3.2.2	Children helping their parents: the work of children < 12 yrs does never jeopardize educational and physical development and is not hazardous or heavy. Children always work under supervision.	<ul style="list-style-type: none"> <li>Interview with collectors</li> <li>Risk assessment of collection activities</li> <li>Information from local NGO's</li> </ul>	X		X X X	2
	3.2.3	If there are many children <12 years working SUBSTANTIALLY in the collection for their families or there are some contracted children workers/collectors, the companies develops together with collectors a plan to gradually reduce/eliminate child labour and improve attendance at school	<ul style="list-style-type: none"> <li>Child labour elimination plan</li> </ul>	X			1

The following ISSC-MAP Standard section (=Principle 4 in ISSC-MAP Standard) must be met by all FairWild applicants (only additionally audited in case the company is not ISSC certified).

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>3</sup>
				Col- lection man- ager	Proc- essing Man- ager <sup>4</sup>	Cer- ti- fier	
<b>Principle 4: Respecting Customary Rights</b>							
Local communities' and indigenous peoples' customary rights to use and manage collection areas and wild collected MAP resources shall be recognized and respected.							
<b>4.1 Traditional use, access rights, and cultural heritage</b> Local communities and indigenous people with legal or customary tenure or use rights maintain control to the extent necessary to protect their rights or re-	4.1.1	Knowledge of legal or customary rights, traditional uses and cultural and religious significance of MAP and other species and their habitats is available	<ul style="list-style-type: none"> <li>Documentation on traditional MAP and collection area uses so as on cultural and religious significance</li> <li>Information gathering documents</li> <li>Information from local groups/ indigenous peoples</li> <li>Consultation with relevant authorities and specialists</li> </ul>	X			2
	4.1.2	Traditional uses / access rights are included in the resource / collection area management plan (according to criterion 5.1)	<ul style="list-style-type: none"> <li>Management plan</li> </ul>	X			2→1

<sup>3</sup> Priority categories:  
1: Major must = minimum requirement  
2: Minor must = standard requirement  
3: Recommendation

<sup>4</sup> Processing Manager or General Manager of Company, whoever is in charge of employing workers and employees (and hence must ensure fair labour conditions).

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>3</sup>
				Col- lection man- ager	Proc- essing Man- ager <sup>4</sup>	Cer- ti- fier	
sources, over MAP collection operations.	4.1.3	Collection of MAP resources respects the cultural and religious significance of MAP and other species and their habitats (according to 4.1.1).	<ul style="list-style-type: none"> <li>• Agreements with local groups / indigenous peoples</li> <li>• Maps indicating location and boundaries of these areas</li> <li>• Stakeholder interviews</li> </ul>	X		X	1
	4.1.4	Potential impacts of MAP collection activities on traditional use, access rights, and cultural heritage in the collection area (on the basis of indicator 4.1.1) are defined (including the influx of collectors).	<ul style="list-style-type: none"> <li>• Risk analysis of potential impacts</li> <li>• Overall assessment</li> </ul>	X		X	2→1
	4.1.5	Measures are taken to avoid loss or damage affecting the legal or customary rights, resources, health security or livelihoods of local communities and indigenous peoples (on the basis of indicator 4.1.1).	<ul style="list-style-type: none"> <li>• Management plan</li> <li>• Overall assessment</li> </ul>	X		X	2→1
	4.1.6	Fair compensation is provided in the case of such loss or damage.	<ul style="list-style-type: none"> <li>• Evidence (e.g. document records) of consultation / conflict resolution</li> <li>• Stakeholder interviews</li> </ul>	X			2→1
	4.1.7	Availability, accessibility, and quality of medicinal plant resources for local and traditional use (on the basis of indicator 4.1.1) are not undermined or diminished by commercial collection.	<ul style="list-style-type: none"> <li>• Records on consultations with local communities and indigenous people concerning availability, accessibility and quality of medicinal plant resources</li> <li>• Exclusive collection areas</li> <li>• Stakeholder interviews</li> </ul>	X		X	2→1
	4.1.8	Appropriate and effective mechanisms are used to resolve grievances.	<ul style="list-style-type: none"> <li>• Evidence (e.g. document records) of consultation / conflict resolution with local communities and indigenous peoples concerning MAP collection activities</li> <li>• Overall assessment</li> </ul>	X			2→1
	4.2	<b>Benefit sharing</b> Agreements with local communities and indigenous people are based on appropriate and adequate knowledge of MAP resource tenure, management requirements, and resource value.	4.2.1	Agreements with local communities and indigenous people on the use of the resources exist.	<ul style="list-style-type: none"> <li>• Agreement record/document</li> </ul>	X	
		4.2.2	Agreements are in compliance with relevant national laws and regulations concerning access and benefit sharing.	<ul style="list-style-type: none"> <li>• National legislation / regulations</li> </ul>	X		1
		4.2.3	Concerning the use of traditional knowledge: Informed consent is given by the source community, and mutually agreed terms are reached for access to this knowledge and the equitable distribution of benefits arising from its use.	<ul style="list-style-type: none"> <li>• Agreement documents</li> <li>• Stakeholder interview</li> </ul>	X	X	2→1
		4.2.4	Evidence exists of prior informed consent (PIC) and mutually agreed terms (MAT) with respect to genetic resource access, management responsibility, and delegation of control to other agencies.	<ul style="list-style-type: none"> <li>• Contracts and agreements include evidence of prior informed consent (PIC); statement of mutually agreed terms (MAT)</li> </ul>	X		2→1
		4.2.5	Resource access and benefit sharing agreements reflect available scientific, local, industry, and other relevant resources of knowledge / information concerning the current and anticipated value of the resource.	<ul style="list-style-type: none"> <li>• Agreement document</li> <li>• Records, reports or other evidence reflecting the resource value</li> <li>• Overall assessment</li> </ul>	X	X	2→1
		4.2.6	Mechanisms for sharing benefits are perceived as fair by beneficiaries.	<ul style="list-style-type: none"> <li>• Declaration of the beneficiaries</li> <li>• Stakeholders interview</li> </ul>	X	X	2→1
		4.2.7	Agreements allow for new information and changing local conditions affecting these communities.	<ul style="list-style-type: none"> <li>• Agreement document</li> <li>• Overall assessment</li> </ul>	X	X	2→1

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>3</sup>
				Collection manager	Processing Manager <sup>4</sup>	Certifier	
	4.2.8	Collection and processing of wild-collected MAP products are conducted in a manner that strengthens and diversifies the local economy.	<ul style="list-style-type: none"> <li>Evidence of reasonable provision for local employment</li> <li>Local ownership of/ investment in MAP wild collection operations</li> <li>Overall assessment</li> </ul>	X			1
<b>Principle 5: FairTrade benefits the collectors and their communities</b> FairTrade minimises trade intermediaries, ensures collectors a fair price for the collected goods and allows for social community development through means of a FairTrade premium fund.							
<b>5.1</b> <b>Transparent Cost Calculations</b> Transparent calculation of costs allows fair price negotiations between company and collectors as well as with buyers/traders	5.1.1	<p>The collection company presents at least a basic cost calculation. This cost calculation includes costs of collection, prices paid to collectors, purchase &amp; processing costs, overhead &amp; profit as well as sales prices.</p> <p>The cost of collection requires detailed data collection on the basis of resource assessment and sustainable resource management implementing species/area management plans (i.e. it must be economically viable to issue a collection permit).</p> <p>Sustainable resource management includes decision making whether or not a resource is harvested at all in the context of FairWild.</p>	<ul style="list-style-type: none"> <li>Cost calculation</li> </ul>	X			2
	5.1.2	In setting prices with collectors the company bears in mind that collectors shall earn a fair share of the profit and that they should receive slightly higher prices since they do not receive any social benefits that employees get (in addition to very uncertain income)	<ul style="list-style-type: none"> <li>Price setting mechanisms and cost calculations</li> </ul>	X			2
<b>5.2</b> <b>Payment of Collectors</b> The Collection company agrees with collectors on fair prices and effectively pays the agreed prices on time.	5.2.1	The company gives sufficient information about its cost/benefits calculations (e.g. to collectors organisation) in order to allow open discussion on prices paid to the collectors.	<ul style="list-style-type: none"> <li>Cost calculations</li> <li>Interviews with collectors' organisation representative.</li> </ul>	X		X	2
	5.2.2	<p>The collectors are paid always within reasonable time after product delivery and according to the rates agreed with them.</p> <p><i>First certification → ok if clear plans/agreements to pay on time in future</i></p>	<ul style="list-style-type: none"> <li>Collectors delivery and payment records</li> <li>Interviews with purchase responsables and collectors</li> </ul>	X		X	1
	5.2.3	The collectors are paid in a way convenient to them (cash, normally).	<ul style="list-style-type: none"> <li>Payment records</li> <li>Interviews with collectors</li> </ul>	X		X	2
	5.2.4	Collectors receive at least slightly higher prices for the sustainably collected products than from local traders ( <i>First certification → ok if such prices are planned</i> )	<ul style="list-style-type: none"> <li>Payment records</li> <li>Information on local prices (from non-contracted collectors, etc.)</li> </ul>	X	X	X	1
	5.2.5	Collectors are paid a pre-payment, if requested (e.g. 20% of estimated sales value). <i>In case of new collectors or substantial misuse by collectors in the past, this requirement may be waived.</i>	<ul style="list-style-type: none"> <li>Contract/pre-payment agreements</li> <li>Records on pre-payment</li> <li>Interview with collectors' organisation</li> </ul>	X	X	X	
<b>5.3</b> <b>Intermediate traders and product assortment</b> FairTrade mini-	5.3.1	If collectors' dependency on a single product (very limited product group) is a serious economic problem, the collection company makes reasonable efforts to promote product diversification.	<ul style="list-style-type: none"> <li>Company long-term trade policies / strategies</li> <li>Communication with buyers</li> <li>Interview with general manager</li> </ul>	X		X	2

Criterion	Nr	Indicator	Form of indicator/ Method of control	Responsible			Category <sup>3</sup>
				Collection manager	Processing Manager <sup>4</sup>	Certifier	
mizes trade intermediaries and keeps long term interests of collectors in mind	5.3.2	The trade relation between the company and the collector (the person or family actually doing the collection) comprises not more than one trader/middlemen collector who only receives locally common margins for his service (or only contracted purchase personnel).	<ul style="list-style-type: none"> <li>Purchase procedures</li> <li>Price comparison of payment to trader and payment to collector</li> <li>If necessary comparative data from other local traders.</li> </ul>	X X X		X X	2
<b>5.4 FairTrade Premium use</b> As soon as any FairTrade premium is received, it is administered transparently in a premium fund and decisions on the use are done in a democratic way.	5.4.1	Use of FairTrade premium is decided by the collectors' assembly or by a FairTrade committee with at least 2 collectors in the committee.	<ul style="list-style-type: none"> <li>Decision or Minutes of collectors assembly or of fund committee</li> <li>List of member of fund committee if relevant</li> </ul>	X X			2
	5.4.2	If the use of premium fund money is decided by a committee (not collectors assembly), collectors are informed on fund activities and basically support the projects.	<ul style="list-style-type: none"> <li>List of member of fund committee if relevant</li> <li>Information to collectors (given on meetings or trainings, written information)</li> <li>Collectors interviews</li> </ul>	X X		X	2
	5.4.3	Any FairTrade premium paid into a FairTrade premium fund is responsibly administered and any use well documented.	<ul style="list-style-type: none"> <li>FairTrade fund book keeping documents (all expenses are accounted for)</li> </ul>	X			1
	5.4.4	The premium fund committee or board writes each year a short report on all activities financed by fund money (with detailed budget).	<ul style="list-style-type: none"> <li>Fund activity report (present and planned activities)</li> </ul>	X			2
	5.4.5	The records of used expenses paid from the fund correspond satisfactory to the spent amount and the activities reported in the annual fund report.	<ul style="list-style-type: none"> <li>FairTrade fund book keeping documents (all expenses are accounted for)</li> </ul>	X			2
	5.4.6	The effective use of the FairTrade premium fund is basically for the agreed projects (small other justifiable expenses accepted).	<ul style="list-style-type: none"> <li>FairTrade fund bookkeeping</li> <li>Fairtrade fund activity report &amp; decisions on use of premium</li> </ul>	X X			2
	5.4.7	The use of FairTrade premium should preliminary be for social projects. If considered necessary by the groups it may also be used for investment in business (but not to cover ongoing costs of running the business).	<ul style="list-style-type: none"> <li>Assessment of projects implemented (FairTrade fund activity report)</li> </ul>	X			2

## SECTION II: FAIR LABOUR CONDITIONS FOR WORKERS

Applies to all employees and workers of certified companies, e.g. in company's processing unit, but also employed/contracted field staff. (Rights of collectors are listed separately because not actually "workers")

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
				Collection manager	Processing Manager <sup>6</sup>	Certifier	
<b>Principle 6: Fundamental principles and rights at work are respected</b>							
Basic human values and most fundamental rights at work respected by the employer.							
<b>6.1 No forced labour</b> workers work voluntarily and	6.1.1	No indication of forced labour	<ul style="list-style-type: none"> <li>Information from NGOs or in the media</li> <li>Overall assessment</li> </ul>			X X	1

<sup>5</sup> Priority categories:  
1: Major must = minimum requirement  
2: Minor must = standard requirement  
3: Recommendation

<sup>6</sup> Processing Manager or General Manager of Company, whoever is in charge of employing workers and employees (and hence must ensure fair labour conditions).



Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
				Collection manager	Processing Manager <sup>6</sup>	Certifier	
are not kept against their will.	6.1.2	Family and dependents of workers are free to have other employment (without deductions for main worker).	<ul style="list-style-type: none"> <li>Family members work elsewhere</li> <li>Worker testimony</li> </ul>		X		2
	6.1.3	Employer does not retain workers documents (i.e. identity card) for times longer than demanded by law.	<ul style="list-style-type: none"> <li>Worker testimony</li> <li>Staff files</li> </ul>		X	X	1
	6.1.4	No kind of manoeuvre to prevent or delay workers from leaving the job (e.g. retaining salaries or benefits, high debts)	<ul style="list-style-type: none"> <li>Contract content</li> <li>Workers testimony</li> <li>Information from unions, NGOs, worker representatives</li> </ul>		X	X X	1
<b>6.2 Freedom of Association and Collective Bargaining</b> Workers have the right to join or form workers unions or alternative organizations to represent their interests towards the employer and to bargain collectively.	6.2.1	Employer allows associative activities and collective bargaining and does not hinder union representatives to meet workers.	<ul style="list-style-type: none"> <li>Workers testimony</li> <li>Testimony of union/workers representatives</li> <li>Presence / documentation of active union or workers organisation</li> <li>Collective bargaining agreements</li> </ul>		X	X	1
	6.2.2	Employer provides workers with at least some basic information about freedom of association & collective bargaining.	<ul style="list-style-type: none"> <li>Information for workers about their rights (e.g. information board; in contract, etc.)</li> </ul>			X	2
	6.2.3	No indication of discrimination because of union membership or union activities (or activities in other kind of workers' organisations).	<ul style="list-style-type: none"> <li>Union member worker testimony</li> <li>List of recent dismissals, disciplinary actions</li> </ul>		X	X	1
	6.2.4	Employer or management are not present during workers meetings (unless requested).	<ul style="list-style-type: none"> <li>minutes of workers meetings</li> <li>union workers testimony</li> </ul>		X	X	1
<b>6.3 No Child Labour</b> Children (<15 yrs) are not employed. Any children still working and all young workers (16-18) do not perform work that is hazardous or dangerous. If children are still working there are adequate programmes to allow them to attend school.	6.3.1	There are no children below the age of 15 working in the operation (except very light household work like e.g. occasionally bring tea).	<ul style="list-style-type: none"> <li>staff files</li> <li>visit of production premises – interviews with young-looking workers</li> </ul>		X	X	2
	6.3.2	Children do not engage in work that is dangerous to their health, safety and that may jeopardize their development.	<ul style="list-style-type: none"> <li>Inspection of workplaces of children workers</li> <li>Work reports/work allocation plans of children workers</li> </ul>		X X	X	1
	6.3.3	Young workers do not engage in work that is dangerous to their health, safety and that may jeopardize their development.	<ul style="list-style-type: none"> <li>Inspection of workplaces of young workers</li> <li>Work reports/work allocation plans of children workers</li> </ul>		X X	X	1
	6.3.4	Young workers are never engaged in work not appropriate for their age (too complex/hard/dangerous, etc.).	<ul style="list-style-type: none"> <li>Inspection of workplaces of young workers</li> <li>Work reports/work allocation plans of children workers</li> <li>Workers testimony</li> </ul>		X X	X	2
	6.3.5	Young workers & child workers: work does not interfere with education and, normal school attendance.	<ul style="list-style-type: none"> <li>Young worker testimony</li> <li>School attendance records</li> <li>Company policies</li> </ul>		X X	X	2
	6.3.6	If there are any child workers: company provides for schooling or specific education and training.	<ul style="list-style-type: none"> <li>Records on school fee payment or schooling programmes</li> </ul>		X		3
	6.3.7	There is no new recruitment of child labour <15.	<ul style="list-style-type: none"> <li>Staff documentation</li> <li>Interview with personnel manager</li> </ul>		X	X	1
	6.3.8	Working hours of children workers from 12 to 14 years age do not exceed 7 hours/day including travel and school, sufficient rest periods.	<ul style="list-style-type: none"> <li>Working hours records / payment records of young workers</li> <li>Child workers testimony</li> </ul>		X	X	1
	6.3.9	Working hours of young workers from 15-17 years age do not exceed 10 hours/day including travel and school; sufficient rest periods.	<ul style="list-style-type: none"> <li>Working hours records / payment records of young workers</li> <li>Young workers testimony</li> </ul>		X	X	2

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
				Collection manager	Processing Manager <sup>6</sup>	Certifier	
	6.3.10	If there is still or was child labour in past year: Company has satisfactory policies and programmes for remediation of children workers, and shall provide adequate support to enable such children to attend and remain in school until no longer a child.	<ul style="list-style-type: none"> <li>Staff files of past year</li> <li>Company policy on transition of working children, school attendance support programmes, etc.</li> </ul>		X X		2
<b>6.4 No Discrimination</b> No discrimination in hiring, compensation, access to training, promotion, termination, benefits or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, HIV and Aids, union membership or political affiliation.	6.4.1	No indication of systematic discrimination (distinction, exclusion or preference) with respect to remuneration (wages and benefits).	<ul style="list-style-type: none"> <li>Comparison of wages of different workers, especially potentially/traditionally discriminated groups</li> </ul>			X	1
	6.4.2	No indication of systematic discrimination (distinction, exclusion or preference) with respect to opportunities (training, promotion).	<ul style="list-style-type: none"> <li>Comparison of job positions, especially of potentially/traditionally discriminated groups</li> <li>Workers representatives testimony</li> </ul>			X	2
	6.4.3	No indication of systematic discrimination in hiring practices.	<ul style="list-style-type: none"> <li>Staff lists</li> <li>Company policies in hiring</li> <li>Interview with personnel manager</li> </ul>		X X	X	2
	6.4.4	No indication of discriminating behaviour such as gestures, language, physical contact that is sexually coercive, threatening, abusive or exploitative.	<ul style="list-style-type: none"> <li>Workers testimony</li> <li>Information from union or workers representatives</li> </ul>			X X	1
	6.4.5	Employer is actively engaged to reduce discrimination amongst workers and to increase mutual respect and good interaction amongst different groups of workers (i.e. cultural, educational activities).	<ul style="list-style-type: none"> <li>Company policy</li> <li>Anti-discrimination awareness programmes or trainings</li> <li>Cultural events</li> <li>Workers information documentation</li> <li>Awareness of head workers</li> </ul>		X X X X	X	3
<b>6.5 Disciplinary Practices</b> Disciplinary practices are transparent and do not include corporal punishment, verbal abuse or other forms of intimidation	6.5.1	No corporal punishment.	<ul style="list-style-type: none"> <li>Clear instructions to head workers/managers (may be oral)</li> <li>workers testimony &amp; appearance</li> </ul>		X	X	1
	6.5.2	No indication that disciplinary practices do violate dignity and basic human rights.	<ul style="list-style-type: none"> <li>Clear instructions to head workers/managers (may be oral) if potentially an issue</li> <li>workers testimony</li> </ul>		X	X	1
	6.5.3	Disciplinary practices are fair and transparent.	<ul style="list-style-type: none"> <li>company policy</li> <li>testimony personnel manager</li> <li>records on disciplinary measures or recent dismissals</li> </ul>		X X	X	2
<b>6.6 Health &amp; Safety</b> A safe and hygienic working environment shall be provided. Adequate steps are taken to prevent accidents and injury to health arising out of or associated with or occurring in the course of work.	6.6.1	Comprehensible warning signs on all main danger spots (if any).	<ul style="list-style-type: none"> <li>Warning signs (checked during site inspection)</li> </ul>		X		2
	6.6.2	Fire extinguishers in place (accessible and ok maintained).	<ul style="list-style-type: none"> <li>Fire extinguishers (checked during site inspection)</li> </ul>		X		1
	6.6.3	At least basic emergency procedures with emergency numbers well displayed.	<ul style="list-style-type: none"> <li>displayed emergency procedures</li> <li>if no displayed, workers knowledge what to do in case of emergency</li> </ul>		X X	X	1
	6.6.4	Emergency exits are unobstructed and clear to find (in small units normal doors are sufficient).	<ul style="list-style-type: none"> <li>indication exists (in small places no indication necessary)</li> </ul>		X		1
	6.6.5	Workplaces, machinery and equipment are safe and without risk to health (as per good industry standard).	<ul style="list-style-type: none"> <li>Risk assessment whether present machinery is potentially dangerous for workers (incl. watching workers handling of dangerous machinery)</li> </ul>		X	X	2
	6.6.6	Workers are at least comprehensively informed about risks of working place (better: workers are well trained).	<ul style="list-style-type: none"> <li>Workers testimony</li> <li>Workers training records</li> <li>Head workers interviews</li> </ul>		X	X X	1

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
				Collection manager	Processing Manager <sup>6</sup>	Certifier	
	6.6.7	Sufficient and well maintained first aid equipment is available on site.	<ul style="list-style-type: none"> <li>first aid equipment</li> <li>Workers/head workers awareness of procedures in case of accident</li> </ul>		X X	X	1
	6.6.8	Ok Records about accidents at work and work related sicknesses (or no accidents/illnesses ever).	<ul style="list-style-type: none"> <li>Records on accidents/sicknesses</li> <li>Staff files: any major injuries/working absences due to accidents/illness</li> <li>Head workers interviews</li> </ul>		X X	X X	2
	6.6.9	Work-related accidents: medical care is covered/medical care paid by company (or insurance).	<ul style="list-style-type: none"> <li>Documentation on any work related accidents and medical payments (if any)</li> <li>Company policy/insurances for work related accidents</li> </ul>		X X		2
	6.6.10	Special risk groups such as pregnant women and children are fully excluded from unreasonable/potentially hazardous work.	<ul style="list-style-type: none"> <li>Head worker awareness of protection, training of head workers</li> <li>Work allocation plans</li> </ul>		X X		2
	6.6.11	Adequate protection from noise, dust, light and exposure to chemicals provided, maintained and effectively followed/implemented.	<ul style="list-style-type: none"> <li>Protective gears etc. are present (if necessary for type of machinery used)</li> <li>Workers instruction</li> </ul>		X X	X	2→1
	6.6.12	If health or safety is an issue in the company, safety committee or general management works on improvement of situation.	<ul style="list-style-type: none"> <li>Safety committee meeting minutes or Interview with general manager/safety responsible</li> <li>Improvements plans, suggestions from worker organisation</li> </ul>		X X	X	2→1
	6.6.13	Light situation at workplaces are satisfactory for respective tasks.	<ul style="list-style-type: none"> <li>Site inspection</li> <li>Workers interviews</li> </ul>		X	X	2
	6.6.14	Good quality of air / temperature: sufficient fresh air & ok temperature (by local working standards).	<ul style="list-style-type: none"> <li>Site inspection</li> <li>Workers interviews</li> </ul>		X	X X	2
	6.6.15	Access to drinking water of good quality: convenient access, free of charge.	<ul style="list-style-type: none"> <li>Drinking water sources</li> <li>Any deductions for drinking water?</li> </ul>		X	X	1
	6.6.16	Workers can consume/prepare food according to their habits in clean place.	<ul style="list-style-type: none"> <li>Eating areas existing and hygienically ok</li> </ul>		X		2
	6.6.17	If there is on-operation accommodation: safe & sufficient accommodation at local standards, hygienic (local standard).	<ul style="list-style-type: none"> <li>Sufficient minimum furniture</li> <li>Maximum number of inhabitants per area respected</li> <li>Sufficient &amp; ok sanitation</li> </ul>		X X	X	2

**Principle 7: The company is a socially responsible employer and provides good working conditions (COMPANIES > 10 WORKERS)<sup>7</sup>**

All workers enjoy good working conditions as defined by international labour standards as well as industry best practice standards.

7.1	<b>Contracts &amp; Relation between employer and workers</b> Employment is based on a contractual relationship between the employer and workers. The	7.1.1	There are written employment contracts at least for all permanent workers.	<ul style="list-style-type: none"> <li>Contracts</li> </ul>		X		1
		7.1.2	Within 1 year after certification all workers have written contracts (even temporary/seasonal labour).	<ul style="list-style-type: none"> <li>Contracts</li> </ul>		X		2→1
		7.1.3	All workers who should have a contract (as per system in place), actually have a complete and correct contract (accepted if a few contracts not correct/missing but worker have effectively same rights).	<ul style="list-style-type: none"> <li>staff files</li> </ul>		X		2

<sup>7</sup> The criteria of Principle 7 are only applicable to bigger processing companies with substantial workforce, being defined as more than app. 10 workers, i.e. > 10 workers in total (office staff, processing/packaging/warehousing, collection advisor staff, purchase staff, etc.) for more than 2 months/year or more than 20 workers for at least 2 weeks. For smaller companies: recommended practice

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
				Collection manager	Processing Manager <sup>6</sup>	Certifier	
employer informs workers on their rights and duties in the contract and internal communication.	7.1.4	Contract contains information about job description, scope of job, working hours, type and amount of remuneration, including overtime, rest and social benefits etc.	<ul style="list-style-type: none"> <li>contract</li> </ul>		X		2
	7.1.5	Workers are (0) not (1) sufficiently (2) well informed about their duties and rights.	<ul style="list-style-type: none"> <li>Workers interview</li> </ul>			X	2
	7.1.6	There is a (exceptionally) positive working atmosphere with very good interaction between employer and workers.	<ul style="list-style-type: none"> <li>workers interviews</li> <li>records on social/cultural internal events, etc</li> </ul>		X	X	3
	7.1.7	Employer offers worker good formation and continuous training (best: even with certificates/official qualifications for trainings).	<ul style="list-style-type: none"> <li>training policy &amp; programmes, apprentice programmes</li> <li>training certificates</li> </ul>		X		2
<b>7.2 Wages</b> Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or, if not available, industry benchmark standards. In any event, wages should always be enough to meet the basic needs.	7.2.1	Wages of all workers are at least in line, official minimum wages or (if not available) industry benchmark standards*. (In case of pay-per-production, calculate income of an average production day without overtime). * in case industry-normal wages are always below the official minimum – ok if there is a written plan to pay minimum wages within 1 year.	<ul style="list-style-type: none"> <li>Wages in contracts or staff files</li> <li>Crosscheck with minimum wages</li> </ul>		X		1
	7.2.2	The paid wages are sufficient to meet the basic needs of the workers and their family.	<ul style="list-style-type: none"> <li>Assessment of wages with average living costs (information from NGOs and other qualitative sources of information)</li> </ul>		X	X	2
	7.2.3	Training sessions or other kind of unproductive work (except working time loss due to weather conditions) are remunerated at the average daily wage rate.	<ul style="list-style-type: none"> <li>Contractual rules</li> <li>Wage records</li> <li>Worker interviews</li> </ul>		X	X	2
	7.2.4	Unproductive time due to poor weather conditions etc. is remunerated, even if with reduced rate.	<ul style="list-style-type: none"> <li>Contracts</li> <li>wage records</li> </ul>		X		2
	7.2.5	If accommodation or other in kind remuneration is offered, worker can choose freely the type of remuneration preferred (i.e. cash instead of housing).	<ul style="list-style-type: none"> <li>Worker interview</li> <li>Contract or other related agreement</li> </ul>		X	X	2
	7.2.6	Deductions for food or housing are in line with local prices.	<ul style="list-style-type: none"> <li>Overall assessment</li> </ul>		X	X	1
	7.2.7	Workers payments are regularly done and on time.	<ul style="list-style-type: none"> <li>Payment records</li> <li>Workers interviews</li> </ul>		X	X	1
	7.2.8	Payments are well documented.	<ul style="list-style-type: none"> <li>Payment records</li> </ul>		X		1
<b>7.3 Working hours</b> Working hours are in line with national labour legislation and do not exceed internationally agreed maximum hours per week. There are adequate rest days and periods, even at peak times.	7.3.1	Normal weekly working hours are in line with national labour legislation.	<ul style="list-style-type: none"> <li>Working hours documentation (may be included in wages documentation)</li> </ul>				2
	7.3.2	Usual weekly working hours are not more than 48 hours.	<ul style="list-style-type: none"> <li>Working hours documentation</li> <li>Workers interviews</li> <li>Information from NGOs´ etc.</li> </ul>		X	X	2
	7.3.3	Ok Documentation of working hours and overtime.	<ul style="list-style-type: none"> <li>Working hours documentation</li> </ul>				1
	7.3.4	Overtime is obligatory for the workers only during peak times (less than 6 weeks/year); (best: voluntary only).	<ul style="list-style-type: none"> <li>Overtime regulations in contract</li> <li>Overtime policy</li> <li>work allocation plans</li> </ul>		X		2
	7.3.5	Overtime does not exceed 12 hours/week.	<ul style="list-style-type: none"> <li>Working hours documentation at peak season</li> </ul>				2
	7.3.6	Overtime is remunerated according to local legislation; at least paid extra or can be time-compensated (best: remunerated at premium rate).	<ul style="list-style-type: none"> <li>overtime rules in contract</li> <li>actual payment records in peak seasons</li> </ul>		X	X	2

	Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>5</sup>
					Collection manager	Processing Manager <sup>6</sup>	Certifier	
		7.3.7	Rest breaks & rest days, even during peak times: 1 day for every 7-day period agreed and guaranteed (may be averaged over 2 weeks at peak times). Adequate rest times during the day.	<ul style="list-style-type: none"> <li>Working hours documentation at peak seasons</li> <li>Workers interviews</li> </ul>		X	X	2
		7.3.8	Special consideration is given to workers who need more flexibility in working hours (parents, young workers studying etc.).	<ul style="list-style-type: none"> <li>Workers interviews</li> <li>Work allocation plan</li> <li>Interview with person preparing work plan</li> </ul>		X	X	3
		7.3.9	If overtime is an issue in the company: there is a written agreement between workers and employer regarding maximum and minimum normal weekly working hours, annual number of hours' variation and the periods during which these hours of variation may fall.	<ul style="list-style-type: none"> <li>Overtime agreement</li> </ul>		X		2→1
<b>7.4</b>	<b>Social Security</b> The employer shall provide access to adequate schemes to support the workers' welfare such as social insurance, pension funds, health insurance, medical care	7.4.1	Compliance with national legislation in regard to social benefits (sickness, retirement, maternity).	<ul style="list-style-type: none"> <li>Crosscheck with social benefit regulations</li> <li>Actual deductions and payments to social security programmes</li> </ul>		X	X	1
		7.4.2	Basic coverage for retirement (independent from legislation) is guaranteed at least for all permanent workers.	<ul style="list-style-type: none"> <li>Retirement benefit records, deduction shown in wage records</li> </ul>		X		2
		7.4.3	Basic coverage for maternity and sickness (independent from legislation) is guaranteed at least for permanent workers.	<ul style="list-style-type: none"> <li>Maternity &amp; sickness benefit records in staff files</li> <li>Deductions in wage records</li> </ul>		X		2
		7.4.4	Workers receive extra social benefits such as additional medical insurance, unemployment insurance, accident/death insurance, membership to a private retirement fund educational fund etc.	<ul style="list-style-type: none"> <li>Social benefit records</li> </ul>		X		3
<b>7.5</b>	<b>Equal treatment of different worker types</b> Working conditions of the most disadvantaged workers (often contracted/seasonal labour) shall be improved gradually and differences to permanent workers gradually diminished.	7.5.1	With regard to salaries, there are no differences between permanent and temporary workers for work of equal value (use daily rates for comparison).	<ul style="list-style-type: none"> <li>Salaries in contracts</li> <li>Effective wages paid (wage documentation)</li> </ul>		X	X	2
		7.5.2	With regard to social benefits & working conditions, there are only little differences between permanent and temporary workers for work of equal value. <sup>8</sup>	<ul style="list-style-type: none"> <li>Wages documentation</li> <li>Benefits according to contract</li> </ul>		X		2
		7.5.3	If there are still substantial differences between permanent and temporary workers, a plan for gradual improvement is established within 1 year after certification.	<ul style="list-style-type: none"> <li>Improvement plan</li> </ul>		X		1
		7.5.4	Employer does NOT hire and fire workers on a continuous basis to avoid social security and benefits payments.	<ul style="list-style-type: none"> <li>Overall assessment</li> </ul>			X	2
		7.5.5	There is no indication that subcontracting, home-working, apprenticeships etc. is used to avoid regular employment or direct contracting.	<ul style="list-style-type: none"> <li>Overall assessment</li> </ul>			X	2
		7.5.6	In case work is sub-contracted: working condition of subcontractor are (basically the same as for directly contracted workers for similar tasks.	<ul style="list-style-type: none"> <li>Communication with subcontractor on social issues</li> <li>Qualitative assessment of subcontractors, if required audit of subcontractor</li> </ul>		X	X	2
		7.5.7	If there are foreign/migrant workers: Employer informs and, if wished by worker, assists workers in obtaining a work permit.	<ul style="list-style-type: none"> <li>Interview with manager</li> <li>Records on assisting workers with permit applications etc.</li> </ul>		X	X	2

<sup>8</sup> Equal social benefits: workers may have access to same schemes such as pension fund, etc, or the salaries could be increased by the equivalent amount as paid to permanent workers for social benefits (i.e. workers would earn slightly higher rates than normal in the industry, which would not include such social benefits).

## SECTION III: FAIRTRADE OBLIGATIONS OF WILD COLLECTION COMPANIES TOWARDS BUYERS

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>9</sup>
				com pany	buyer	Cer- ti- fier	
<b>Principle 8: Wild Collection Companies strive for fair and quality conscious trade behaviour</b>							
The wild collection companies respects common FairTrade principles in the trade relation with its FairTrade buyers.							
<b>8.1 Responsible &amp; transparent trade relation</b> The wild collection company works closely with its clients on clear and transparent trade agreements	8.1.1	Buying/sales commitments are negotiated at the beginning of the season among the trading parties and fixed in writing specifying expected quantities and quality.	<ul style="list-style-type: none"> <li>Sales commitments</li> </ul>	X			2
	8.1.2	The company has fulfilled the agreements or if not, has found a mutually agreed solution with his clients.	<ul style="list-style-type: none"> <li>Communication with buyers</li> <li>Sales versus agreements</li> </ul>	X		X	2
	8.1.3	The company shares upon request its cost calculation with its buyers ( <i>and they also make their cost calculations clear-see 9.2</i> ).	<ul style="list-style-type: none"> <li>Cost calculation</li> </ul>				2
<b>8.2 Quality Management</b> The company continuously works towards quality improvement and resolves quality problems in mutual consent with buyers.	8.2.1	The company works continuously towards continuous improvement of product quality.	<ul style="list-style-type: none"> <li>Quality policy or related internal trainings or internal communication</li> <li>Interview with management</li> </ul>	X		X	1
	8.2.2	If there have been substantial quality problems and quality claims partners have found agreement on the consequences (e.g. return of produce) and the company has taken steps to improve the situation.	<ul style="list-style-type: none"> <li>Communication with buyers on quality problems and quality claims</li> <li>Information from buyers (also during buyers audit)</li> </ul>	X		X	1
<b>8.3 Use of Pre-payment</b>	8.3.1	If any prepayment has been received, it has been used to pay collectors in advance/on time or any other measure agreed with trade partner.	<ul style="list-style-type: none"> <li>Records on use of prepayment</li> <li>Communication with buyers</li> </ul>	X			1

## SECTION IV: FAIRTRADE OBLIGATIONS OF BUYERS TOWARDS THEIR WILD COLLECTION PRODUCT SUPPLIERS

*Verified in audit of buyers of FairTrade products (e.g. importer in Germany)*

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>10</sup>
				Sel- ler	Buyer	Cer- ti- fier	
<b>Principle 9: FairTrade practices</b>							
The buyer of FairWild products (e.g. importer) strives for mutually beneficent long term trade relations based on respect, transparency and support of the supplier in quality aspects.							
<b>9.1 Mutually beneficent trade relations</b> The buyer en-	9.1.1	Buyer has (or plans) a long-term relation with its FairTrade suppliers.	<ul style="list-style-type: none"> <li>List of FairWild Suppliers with begin of trade relation</li> <li>Justification in case of shift from one supplier to another</li> </ul>		X		2

<sup>9</sup> Priority categories:  
1: Major must = minimum requirement  
2: Minor must = standard requirement  
3: Recommendation

<sup>10</sup> Priority categories:  
1: Major must = minimum requirement  
2: Minor must = standard requirement  
3: Recommendation

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>10</sup>
				Seller	Buyer	Certifier	
deavours to maintain with its FairWild suppliers long-term trade relation, keeps trade chain short and allows suppliers trade flexibility	9.1.2	The number of trade intermediaries between wild collection company and importer: no intermediaries / basically direct from producing company.	<ul style="list-style-type: none"> <li>Trade invoices</li> </ul>		X		2
	9.1.3	If the buyer pays & owns the FairTrade certificate of the supplying producer company: The producer company is permitted to sell its products also to other buyers directly in case the contracting buyer cannot buy all products (at agreed price), possibly the producer company has to bear part of certification costs if selling as certified to other traders.	<ul style="list-style-type: none"> <li>Communication with the supplier regarding trade with other clients</li> <li>Feedback also from suppliers FairWild audit</li> </ul>		X	X	2
<b>9.2 Transparent Trade agreements</b> Trade is based on written, clear trade agreements that outline both parties' obligations	9.2.1	Buying/sales agreements are negotiated at the beginning of the season among the parties and fixed in writing specifying approximate expected quantities and quality.	<ul style="list-style-type: none"> <li>Buying agreements</li> </ul>	X	X		1
	9.2.2	Buying agreements outline the expected quality (with tolerances), quality claim procedures, delivery conditions and payment conditions in clear terms, in a way that both trading partners know their obligations clearly (level of detail required will depend on product).	<ul style="list-style-type: none"> <li>Buying agreements</li> </ul>	X	X		2
	9.2.3	In case of fresh / perishable products, the buyer provides the suppliers with sourcing plans with projected quantities in regular intervals.	<ul style="list-style-type: none"> <li>Regular updates on planned quantities</li> </ul>		X		2
	9.2.4	In price setting negotiations, the buying company also informs its suppliers at least roughly on its cost calculations, in order to allow fair negotiations.	<ul style="list-style-type: none"> <li>Price setting calculation</li> <li>Communication with suppliers</li> </ul>		X	X	1
	9.2.5	FairTrade pricing is not avoided by linking FairTrade sales contracts to reduced prices for "normal" sales contracts: no such cases at all or all cases really fair and transparent.	<ul style="list-style-type: none"> <li>FairWild and "conventional" purchases from same supplier and related communication</li> <li>Buying agreements</li> </ul>		X	X	1
<b>9.3 Prepayment</b> Small wild collection company are partially pre-paid (if needed) to finance their purchase from collectors	9.3.1	If requested by supplier (small wild collection companies only), the buyer provides partial pre-payment. Exception: new trade relation or substantial delivery problems in the past.	<ul style="list-style-type: none"> <li>Communication with suppliers on requested prepayment</li> <li>Prepayment transfers</li> <li>check with info from supplier audit</li> </ul>		X	X	2
<b>9.4 Quality improvement</b> Support of the supplier on quality improvements and deals with quality problems in tolerant and transparent way.	9.4.1	If there have been substantial quality problems and quality claims: partners have found agreement on the consequences (e.g. return of produce) and have taken steps to improve the situation.	<ul style="list-style-type: none"> <li>Communication with supplier on quality problem</li> <li>Interview with purchase personnel</li> </ul>			X	1
	9.4.2	The buyer supports its suppliers with relevant market information and gives assistance with quality issues.	<ul style="list-style-type: none"> <li>Communication with suppliers</li> <li>Assistance /support programmes/visits/trainings</li> </ul>		X	X	2
<b>Principle 10: Fair Prices and FairTrade Premium</b>							
The buyer of FairWild products pays fair prices and some FairTrade premium to allow for social development of the collectors communities.							
<b>10.1 Fair Prices</b> The buyer of FairWild products pays fair prices and a FairTrade premium to allow for social development of the collectors' communities	10.1.1	Prices paid for certified FairWild products are based on individual cost calculations, but always slightly above normal market prices paid on the conventional market.	<ul style="list-style-type: none"> <li>Market Price analysis</li> </ul>		X		1
	10.1.2	Prices paid for certified ISSC or organic FairWild products are based on individual cost calculations, but as a general guideline at least 3% higher than normal market prices for the respective non-certified product.	<ul style="list-style-type: none"> <li>Trade invoices</li> <li>Market price analysis</li> </ul>		X	X	3

Criterion	Nr	Indicator	Form of indicator/Method of control	Responsible			Category <sup>10</sup>
				Seller	Buyer	Certifier	
	10.1.3	In addition to the agreed fair price for the product, the buyer pays an agreed Fair Trade premium into the supplier's Fair-Trade collector's fund.	<ul style="list-style-type: none"> <li>Price agreements / purchase contracts</li> <li>Prices paid as per trade invoices</li> </ul>		X  X		1
	10.1.4	The agreed fair price plus FairTrade premium shall be negotiated with regard to the whole quantity purchase (not some lots "fair prices", others very low prices).	<ul style="list-style-type: none"> <li>Price calculations and considerations</li> <li>Actual price paid</li> </ul>				2
	10.1.5	The buyer agrees with the suppliers on minimum prices in order to avoid prices for producers falling under costs of production for the collectors.	<ul style="list-style-type: none"> <li>Minimum price agreements / purchase contracts</li> <li>Interview with manager &amp; purchase responsible</li> </ul>		X	X	3
	10.1.6	The buyer shows efforts to understand actual production costs and to adapt his pricing policy as much as possible to this understanding	<ul style="list-style-type: none"> <li>Communication with suppliers</li> <li>Reports on visits of suppliers, cost calculations, etc.</li> </ul>		X X		3
	10.1.7	The buyer pays the supplier fully & on time / as agreed in purchase contracts.	<ul style="list-style-type: none"> <li>payment records</li> <li>purchase contracts</li> </ul>		X X		1

---

FairWild Standard, Version 1 (11/2006)  
Author: Florentine Meinshausen